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ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITE

bulletin

CAUT before the standing committee on finance



Gordon Piché, Bob Kerr and Robert Léger before the Standing Committee on Finance.

At the end of October Bob Kerr, Vice-President, Gordon Piché, Acting Executive Secretary and Robert Léger appeared before the Standing Committee on Finance of the House of Commons to present a brief that CAUT has prepared on the proposed Goods and Services Tax.

The primary concerns expressed was about the impact of the tax on universities and col-

leges as institutions with respect to their financial capacity to maintain the quality of post-secondary education in Canada. And the impact of the tax on the accessibility and affordability of post-secondary education.

The federal government had undertaken to "save harmless" the public institutional sector from the effects of the tax. In order that this be achieved it was recommended

that public sector institutions such as universities be granted "tax-free" status rather than "tax-exempt" status. This would be especially important in the provision of educational services by such institutions. It would avoid the complexity of a rebate scheme operating concurrently with a system of input credits. It was also recommended that all courses, whether or not for credit, which are given by a university should have the same tax status.

The argument of accounting complexity was also made in recommending that "tax-free" status be granted to the use of residence accommodation and meal services for students.

In the area of research, CAUT stated that the tax position of such activities in universities had to be made clear from the beginning and could not be left to later interpretation. If that is not done then the risk remains that any payment of funds to a university for research purposes could be construed as payment for taxable purposes. If this happened it would be an unacceptable drain on the already inadequate funds that are provided for research.

In order to protect any funds from the ap-

plication of tax, CAUT recommended that all university research, that is research administered by the university, whether it was funded by private or public sector money, should be granted a "tax-free" status.

In dealing with the proposed rebate scheme, CAUT made the point that the reality of education and research as a public good should be recognized. And since they were primarily publicly funded there was little point in draining money away from them in the form of this tax. Such a drain would take place if they were only accorded a "tax-exempt" status with the proposed rebate scheme.

CAUT also argued that, to be consistent, the tax should not apply to non-profit national professional organizations such as itself. There is a danger in the present proposals that the member services to individuals which any Association provides will render that all national professional organizations which are not primarily or substantially engaged in providing taxable goods and services to its members should be tax exempt or only taxed for those services which were clearly of a commercial nature.

Fall council deals with lobbying issues

In the first meeting of the present administrative year for CAUT, Council met at the Chateau Laurier in Ottawa for two days at the end of October under the Speaker Professor Fred Wilson (Toronto).

Among the first matters of business before Council was the report of the Ad hoc Committee on Canadianization. This committee has been following the instructions of the previous Council. It is composed of Professor Sandilands (Lethbridge), Professor Shorten (Western Ontario) and Professor Dionne (Moncton). They are to examine CAUT's policy in this area and will report back to Council in time for the February meeting. Professor Sandilands reported that the committee will be sending a questionnaire to provincial and local associations on this matter in the near future.

Another Ad hoc committee also met with Council. The Executive had established a special committee to review the function of that Status of Women Committee. Two of the members of the special committee, Professor Janet Baldwin (Manitoba) and Professor Peta Tancred-Sheriff — the third member is Professor Archie Malloch — met with Council and presented its preliminary report along with its interim recommendations. Council discussed these issues and awaits the final meeting of Council.

As is usual with Council there was a considerable discussion of the lobbying activities and initiatives which the Association has undertaken and plans to undertake. Among the first subjects for discussion was the issue of pensions. The government proposes to reduce the maximum level of earnings subject to full tax assistance from about 3.5

times the average wage to 2.5 times by the mechanism of fixing the cash limit which receives full tax assistance until 1995. Clearly this will affect many academics as it will effectively erode the maximum amount of money that will receive tax assistance. Council passed the motion which reads, "That CAUT protest the plan of the Minister of Finance to undermine the adequacy of pension protection by a deliberate policy of allowing inflation to substantially erode the maximum pension accrual allowed for Income Tax purposes."

Council also considered the Goods and Services Tax and voted that the recommendation be made to the Minister of Finance that the tax be withdrawn.

Council also took up the matter of immigration policy and the effects of the Free Trade Agreement. The issue has arisen about the length of time for which academics will be allowed to take up temporary appointments without being subject to the present immigration requirements. The Free Trade Agreement allows such appointments to be made and CAUT has already discussed with the Department what the period should be. Council decided that the time limit for an initial temporary entry should be six months. The President reported on meetings about a related matter exemptions to two-tier advertising for certain academic appointments. She reported on her meetings with officials of Employment and Immigration Canada and reported to Council that the Department was considering a review of the two-tier advertising requirements in the disciplinary areas of Business and Commerce, Applied Computing Science, some specific area

within Engineering and some fields within Health and Medicine, such as Occupational Therapy and certain fields of Nursing.

Other matters reviewed by Council were Research Funding, and Student Funding both in the general case and with particular reference to Native students. Further attention was given to censorship, copyright, childcare and the Federal Contractors Program. On this last topic, Council instructed the Executive to use the Access to Information Act to obtain compliance reviews under the program. There was an extensive draft brief to the Special Committee of the House of Commons appointed to review the provisions and operation of the Canadian Security Intelligence Service Act. Council discussed this matter, which included the issue of whether the Service undertook surveillance and investigation of individuals on campus. During the course of the debate, information came forward that, in fact, there had been cases of surveillance. This is going to be pursued. CAUT had understood, before the debate, that such practices had not been part of CSIS's activities.

Some members of Council engaged in a mini-lobby of members of parliament while they were in Ottawa. Professor Copeland reported on this for the Executive and he noted the assistance of Robert Léger, Jill Greenwell and Tim Stutt, professional officers of CAUT.

The standing committees of Council reported. In the case of the report of AF&T this included a discussion of CAUT's policy statement on Professional Ethics and Professional Relationships. During that debate the Professor Andrews, Person Chairing



Professor Wilson, Speaker of Council

AF&T invited comments to be sent to him on the document.

Included in the Council agenda was a report from FAPUQ. Professor Michel Campbell, President of FAPUQ, informed Council about the restructuring of committees so that there would be four standing committees: Academic Freedom; Labour Relations; Women in Academia; and University Governance.

Council also dealt with reports about the functioning of CAUT in issues of finance and staff matters. This included the news that the longest serving — seventeen years — professional officer of the Association, Jill Greenwell, has resigned. Council expressed its gratitude to her for her years of dedicated service.

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L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, d'éthnicité, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques dénotés. L'ACPU s'entend à ce que tous les postes annoncés dans le Bulletin soient offerts aux deux sexes sur un pied d'égalité. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de ce genre à la rédaction du Bulletin une déclaration énonçant ces raisons.

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CAUT comments / Commentaires de l'ACPU

Reading between the lines: mixed signals

Since Prime Minister Mulroney's announcement to the PC National Convention in August that he intended to place education on the agenda of the next First Ministers' Conference as a matter of grave national concern, the academic community has waited to hear what the Prime Minister might propose to his provincial counterparts. The Prime Minister's statements to the November First Ministers Conference raise more fears, than hopes, for what the federal government has in store for the future of higher education in Canada.

While Mulroney spoke in challenging terms of the need to improve the quality of education in Canada in order to secure Canadians their place in the modern world, his only proposal to deal with inadequacies in the present educational system was the creation of a task force. The needs of higher education have been studied to death during the past decade, both by federal and provincial governments. Although most of these studies have agreed on one thing - the need for increased funding to accommodate the phenomenal growth in demand for higher education - governments have consistently ignored this finding.

It is true that the proposed task force will not simply be a study of post-secondary education. It will address education at all levels. But this only intensifies concern that the problems facing higher education are unlikely to receive prompt and effective attention as a result of Mulroney's latest initiative.

More importantly, Mulroney also gave notice to the other First Ministers that they must expect cuts in federal transfer payments as the federal government pursues the objective of eliminating the federal deficit. The Established Program Funding for post-secondary education is a major transfer program.

The federal commitment to post-secondary education through EPF has already been the subject of three cuts during the last decade, the most recent having been announced in the April budget and being the subject of Bill C-33 which has been before Parliament

in recent weeks. These cuts have been imposed by governments representing both of the two largest political parties. The government elected in every federal election in the 1980's has carried out such a reduction, notwithstanding the successful party's recognition during the preceding election campaign of the financial problems of the post-secondary education system.

All three cuts have been of a cumulative nature, that is, each has been permanent and each successive cut has further reduced the level of funding already lowered by the earlier cuts. Mulroney's statement to the First Ministers gives cause to fear that more cuts in the federal commitment to post-secondary education are likely in the future.

The academic community is left to wonder what is the real message that the Prime Minister intended to convey to the provinces. In speaking of the need to improve the quality of education, he indicated that he did not see the solution as simply spending more money. When referring to the federal contribution to such programs as post-secondary education, he indicated that reductions are to be expected.

Is Mulroney really telling the provinces that the federal government is now ready to embrace what has been the dominant approach of provincial governments to higher education for more than a decade - to let the system slowly deteriorate for lack of adequate resources? Is he proposing a task force whose real agenda will be to suggest ways in which the funding for education - at all levels, not just the post-secondary - can be reduced?

Such an agenda could be given to a task force without being spelled out in its terms of reference. The readiness of governments, federal and provincial, to provide funding may simply be one of the possible parameters within which the task force is asked to address the issues before it.

See "Reading", page 17

Lire entre les lignes: des indices partagés

Depuis que le premier ministre Mulroney a annoncé au congrès national du PC en août dernier qu'il avait l'intention d'inscrire l'éducation à l'ordre du jour de la prochaine conférence des premiers ministres parce qu'il s'agissait d'une grave préoccupation nationale, le corps universitaire a attendu ce qu'il aurait peut-être à proposer à ses homologues provinciaux. Les déclarations du premier ministre à la conférence de novembre ont soulevé plus de craintes que d'espoirs face à ce que le gouvernement fédéral réservait à l'avenir de l'enseignement postsecondaire au Canada.

Bien que M. Mulroney ait parlé sur un ton de défi du besoin d'améliorer la qualité de l'enseignement au Canada afin de permettre aux Canadiens et aux Canadiennes de se tailler une place au sein d'un monde moderne, il n'a pu que proposer la création d'un groupe de travail pour régler les problèmes du système actuel d'éducation. Au cours de la dernière décennie, les gouvernements, tant fédéral que provinciaux, ont étudié sous toutes les coutures les besoins de l'enseignement postsecondaire. Quoique toutes les études soient unanimes sur un point, c'est-à-dire qu'il faut augmenter le financement de l'enseignement postsecondaire pour satisfaire la hausse phénoménale de la demande en matière d'études postsecondaires, les gouvernements, de façon constante, font fi de ces résultats.

Bien sûr, le groupe de travail proposé ne consistera pas seulement en une étude de l'enseignement postsecondaire. Il se penchera sur tous les ordres d'enseignement. Toutefois, les problèmes auxquels fait face l'enseignement postsecondaire s'en trouvent d'autant plus intensifiés qu'ils sont peu susceptibles de recevoir rapidement et efficacement l'attention nécessaire à la suite de la récente initiative de M. Mulroney.

Chose encore plus importante, M. Mulroney a également avisé les autres premiers ministres qu'ils devaient s'attendre à une réduction des paiements de transfert fédéraux à mesure que le gouvernement fédéral poursuit l'objectif d'effacer son déficit. Le financement des programmes établis au titre de l'enseignement postsecondaire est un important programme de transfert.

Au cours de la dernière décennie, l'engagement du fédéral envers

l'enseignement postsecondaire par le truchement du FPE a déjà fait l'objet de trois réductions, la plus récente a été annoncée dans le budget d'avril et a pris la forme du projet de loi C-33, déposé au Parlement il y a quelques semaines. Les gouvernements représentant les deux plus grands partis politiques ont imposé ces réductions. Tous les gouvernements élus sur la scène fédérale pendant les années 1980 ont imposé des réductions, malgré le fait que le parti ayant remporté les dernières élections fédérales ait reconnu les problèmes financiers de l'enseignement postsecondaire.

Les trois réductions ont un effet cumulatif c'est-à-dire qu'elles sont permanentes, et chacune a successivement réduit davantage le niveau de financement diminué par les compressions précédentes. La déclaration de M. Mulroney à la conférence des premiers ministres donne lieu de craindre d'autres compressions possibles de la part du gouvernement fédéral à l'avenir dans le domaine de l'enseignement postsecondaire.

La collectivité universitaire n'a plus qu'à se demander quel est le véritable message que le premier ministre a essayé de livrer aux provinces. En mentionnant le besoin d'améliorer la qualité de l'éducation, il a fait savoir qu'il ne croyait pas que le fait de simplement consacrer davantage de crédits était la solution. Il a aussi fait savoir qu'il fallait s'attendre à d'autres compressions en mentionnant l'apport du fédéral envers des programmes comme l'enseignement postsecondaire.

M. Mulroney est-il en train de dire aux provinces que le gouvernement fédéral s'apprête à servir la même médecine à l'enseignement postsecondaire que les gouvernements provinciaux depuis plus de dix ans, à savoir laisser le système se détériorer lentement par manque de ressources suffisantes? Propose-t-il un groupe de travail dont le mandat véritable sera de trouver des moyens de réduire les crédits au titre de l'enseignement à tous les niveaux et non pas seulement l'enseignement postsecondaire?

On pourrait donner un programme de ce genre à un groupe de travail sans qu'il soit énoncé dans son mandat. La bonne volonté des

Voir "Lire", à la page 17

President's message/Le mot de la présidente

Leadership, vision and good faith:

In September, Macleans termed the funding difficulties confronting universities a crisis. L'Actualité in their October issue advised "Les universités au bord de la faillite".

To be sure, an underfunding crisis exists. But, as the recent First Ministers conference has shown, financial difficulties faced by Canadian universities are symptomatic of a far more significant problem. At the risk of appearing to moralise, the time has come to name the problem for what it really is. The real crisis lies in a lack of vision and committed leadership among federal and provincial political leaders.

Extreme language? In the view of many — francophone and anglophone alike — extreme language is needed to describe the display we all witnessed on November 9-10, 1989, when eleven First Ministers drew us into another debate reflecting this nation at its worst, and took the country to the brink again.

Fortunately, the First Ministers drew back from the brink, and the sigh of relief could be heard across the nation. But they did not draw back before reopening most of the old wounds and not before fully restoring the tiresome political high art form of demeaning confrontation. And they certainly did

not do so before we were entirely surfeited and disheartened.

Canadians are weary of such apparently fruitless, debilitating debates and much of their content. Longing for resolution and action, Canadians appreciate that we cannot — indeed, we simply must not — continue to visit the sins of our fathers upon each other.

When will the process of reconstruction begin? Not until the old vocabulary has been discarded, along with shoddy, time-worn styles and forms of discourse. However deep they may have been, Canadian national wounds will not be redressed by attempting to inflict them upon each other once again. Reconstruction will begin only when a fresh, new approach is adopted.

While this approach would acknowledge that this country does face some serious difficulties, it would also recognise that our problems are not insurmountable, and pale in comparison to what others elsewhere suffer now. Historical and contemporary examples of concerted efforts at reconciliation have much to teach us about overcoming them. Nonetheless, some national and international issues — such as demographic growth patterns and environmental trends, coupled with global

production and resource distribution issues, to name a few of the most pressing — are so utterly unprecedented that our creative efforts at resolution cannot be simply informed by lessons of history, but must unquestionably transform history.

What else might the new perspective involve? A candid admission that mistakes have been made would be another important element, contributing to true frankness and preventing new problems from being masqueraded in the language of the old. This form of honesty would commit us not to bludgeon each other into appropriate behaviour and, at the same time, not to evade our responsibilities to each other. It would acknowledge that there is nothing except long-term grief to be gained by begging our neighbours or our children, either at home or abroad.

And, equally important, the new approach would be premised on an understanding that our ability to realise and practise these insights has the capacity to inform the world, and to be useful internationally. Simultaneously, it would recognise the undeniable role which all levels of education can and must play in fostering, shaping, and infusing the new perspective.

Would this fresh, new approach contribute anything to a resolution of the post-secondary education financing crisis? Several ways can be anticipated.

In the first instance, neither level of government would continue to glibly ignore the obvious funding difficulties confronting universities or the cumulative weight of recommendations arising from studies which they have previously commissioned. Neither would governments require the universities or granting councils to develop long-term plans which, once developed, would be overridden, left unimplemented or subjected to partisan treatment. All levels of government would put an end to the practice of fiscal "double-speak".

Speeches about the critical impor-

See "Leadership", page 16



Pamela Smith

Leadership, vision et bonne foi:

En septembre, la revue Macleans a qualifié de crise les problèmes de financement auxquels font face les universités. Dans son numéro d'octobre, l'Actualité titrait ainsi un de ses articles: "Les universités au bord de la faillite".

Une chose est sûre, il existe bel et bien une crise de sous-financement. Toutefois, comme en a fait foi la récente conférence des premiers ministres, les difficultés financières des universités canadiennes sont symptomatiques d'un problème beaucoup plus important. Au risque de paraître moralisatrice, il est maintenant temps de cesser de faire l'autruche. La vraie crise dépend d'un manque de vision et de leadership engagé chez les dirigeants fédéraux et provinciaux.

C'est trop direct? Pour nombre de personnes, tant les francophones que les anglophones, il faut un langage direct pour décrire le spectacle dont nous avons tous été témoins les 9 et 10 novembre 1989, lorsque les onze premiers ministres nous ont entraînés dans un autre débat qui a montré le pire visage de ce pays et qui l'a mené au bord de la crise encore une fois.

Heureusement, les premiers ministres ont fait marche arrière et, d'un océan à l'autre, on a pu entendre un soupir de soulagement. Toutefois, ce recul ne s'est

pas fait sans rouvrir la plupart des vieilles blessures et sans rétablir complètement le vieux jeu politique et ennuyeux de la confrontation avilissante, ni sans que nous soyons complètement repus et découragés.

Les Canadiens sont fatigués de ces débats apparemment vains et déprimants ainsi que de leur contenu. Désirant une attitude résolue et des gestes concrets, ils reconnaissent que nous ne pouvons pas, que nous ne devons tout simplement pas de fait, continuer de nous reprocher l'un l'autre les erreurs passées.

Quand est-ce que le processus de reconstruction commencera? Tant que nous ne nous serons pas débarrassés du vieux vocabulaire ainsi que des styles et des formes de discours de mauvaise qualité, usés par le temps. Les blessures des Canadiens, si profondes soient-elles, ne seront pas guéries en tentant de se les infliger mutuellement encore une fois. La reconstruction s'amorcera seulement lorsque l'on adoptera une attitude entièrement nouvelle.

Alors que cette attitude serait un aveu que le pays fait face à de graves problèmes, elle reconnaîtrait aussi qu'ils ne sont pas insurmontables et qu'ils sont minimes par rapport à ceux que d'autres, ailleurs, affrontent présentement. L'Histoire et des modèles contem-

porains de concertation pour la réconciliation ont beaucoup à nous enseigner sur la façon de les surmonter. Néanmoins, des questions nationales et internationales, entre autres des tendances de croissance démographique et environnementales, associées à des problèmes de production globale et de répartition des ressources, parmi les plus pressants, sont tellement sans précédent aucun que nos efforts créatifs pour en arriver à un règlement ne peuvent simplement s'inspirer des leçons de l'Histoire mais doivent indiscutablement la transformer.

Qu'est-ce que cette nouvelle perspective pourrait comprendre de neuf? Le fait d'admettre naïvement des erreurs commises est un autre élément important qui contribue à une véritable franchise et empêche de nouveaux problèmes de se déguiser en mots déjà entendus. Cette forme d'honnêteté nous engagerait à ne pas nous obliger mutuellement à adopter un comportement adéquat et, dans la même foulée, à ne pas nous soustraire à nos responsabilités mutuelles. Cette attitude reconnaîtrait qu'il n'y a rien à gagner, sauf des griefs à long terme, en mettant sur la paille nos voisins ou nos enfants, que ce soit chez nous ou à l'étranger.

En outre, ce qui est tout aussi impor-

tant, une nouvelle attitude nous aiderait à comprendre que notre faculté de réaliser et de pratiquer le discernement peut aussi servir à informer le monde et être utile à l'échelle internationale. De même, elle permettrait de reconnaître le rôle indéniable que chaque ordre d'enseignement peut et doit jouer pour encourager, façonner et insuffler une nouvelle perspective.

Est-ce que cette toute nouvelle attitude permettrait de régler la crise du financement de l'enseignement postsecondaire? On peut envisager plusieurs avenues.

En premier lieu, aucun palier de gouvernement ne continuerait à ignorer facilement les problèmes évidents de financement auxquels font face les universités ou la masse cumulative des recommandations découlant d'études que l'un ou l'autre a commandé auparavant. Aucun des gouvernements n'aurait des universités ou des conse-

Voir "Leadership", à la page 16

Operating a closed university

In September, Dr. Gabi Baramki, Acting President of Birzeit University, on the West Bank, visited Canada. In an interview for the *Bulletin* he answered questions on the effects of the legal and political situation on the functioning of his university. Dr. Baramki earned his doctorate at McGill so he has some basis for comparison with the Canadian experience. The interview was conducted for the *Bulletin* by Professor Glen Williams, Political Science Department, Carleton University.



Dr. Baramki, you received your doctorate from McGill and so you are very familiar with conditions at Canadian universities. Under normal conditions, when Birzeit is operating, what are the major differences between your university and a typical Canadian university?

We have the usual problems of student unrest with the gap between the administration and the student, we have faculty unrest as well, and faculty demands; we have student demands and student problems. So we have all the problems that normal universities have all over the world, but coupled with that, on top of that we have the problems of occupation where under normal conditions again of occupation students face arrests without cause, they face check posts which would prevent them or at least delay them from getting on time to their classes. We face sometimes the problems of occasional closures and we face the problems that students protest and not only students I think also faculty protest exaggerations and violence of breaches of human rights on the part of Israeli occupying authorities which students would normally all over the place all over the world would protest if they happened anywhere. So these would again be sort of normal protests if they were to happen in Canada. If in Canada anywhere the government were to be demolishing a house or arresting students or faculty members without due process of law, students would protest immediately and this is what our students will do.

What has happened to the universities as the result of the Intifada?

Well, just at the very beginning of the Intifada where the universities were operating normally with the exception of one which was closed prior to the Intifada - Bethlehem University - we were operating and we were closed as a precautionary measure so it was not a

closure in the usual sense of the word as a reaction to what the students or whatever incident took place at the university or around the university campus, but rather as a situation when the Israeli authorities thought that the students may be doing something and so they wanted to close the university for a period of time.

And this was in December/87?

That was January because we operated until our Christmas vacation and then we went back on 4th of January and on the 8th of January we were issued a closure order for a month and this month was renewed for now 20 months, so since the Intifada we have been receiving, more or less regularly, every month a monthly notice of renewal of the closure order.

Is there any prospect of appealing these orders to the Israeli courts?

No, not the Israeli courts. We tried it once and the maximum that we could get out of the Supreme Court in fact is that it forced the military governor to give cause why we should be closed for an indefinite period of time and the court then came up clearly saying that we cannot be closed for an indefinite period but we should be closed for a definite period of time and from that time on the closure orders always set a beginning and an end to the closures but there was nothing to say about this closure being renewed for an indefinite period as it turned out.

What has happened then if the universities have been closed for this period of time in terms of students pursuing their degrees?

Well, after a few months of closure, in fact, most universities started contacting students, graduating students in particular, and an informal letter setting meetings between students and their teachers as a result of which we had regular so-called classes but officially they are just meetings amongst students and teachers. The result being that since that time until the present time we have something like 200 students who were able to complete their graduation requirements and graduate from the university even though it was closed. But that was difficult for science and engineering students who had no access to their labs. We were able to have some makeshift labs in certain areas or they would go to certain medical labs and do whatever experimentation was needed but in most of the cases that was not possible and students were delayed but the rest of the students were able to finish their graduation requirements.

These are just students who were close to completion anyway?

That is correct.

What about more junior students?

Well, when courses were given to the senior students and there was space for

the junior students to get into the class then they studied too and therefore they also became closer to graduation and they were able to complete the second cycle, I mean we have completed three cycles and this is now nearing the fourth cycle of study. After each cycle we had some graduating students and some students close to graduation who would be graduation the second cycle and so on. The maximum we thought was something like 1200 students, which is a large number considering the constraints of stays and constraints of travel for students from various areas to come to Jerusalem to take their studies. It wasn't an easy affair; it was difficult to schedule these things but I think with difficulty we managed to work it out. What has been the attitude of the military authorities to this informal teaching?

Ambivalent - certainly they knew that this was taking place. We didn't hide the fact that we were doing some kind of teaching especially to graduating students and it was in a way a challenge. The military governor had no legal leg to stand on preventing students from studying and we said that, we said that you've closed the university but the order does not mention that studying is not allowed. Although they went as far as preventing some schools which were operating in Jerusalem from accepting or allowing our students to study in the afternoon when the school was not operating, so they threatened the headmaster with closing the school if he allowed Birzeit and Bethlehem university students to study on his campus and so they stopped us from doing that but he didn't come to the students and issue orders that they are not allowed to study. This was a really a funny situation where the governor did not want the students to study but he didn't have anything legal to use in order to prevent them. He did whatever he could.

What about books and library materials and so on and so forth to help the students follow their courses, how was this arranged?

Well, we have some library material in our offices for students to use and we duplicated some material for them. It wasn't the best of situations certainly, I mean the library and labs were completely sealed off so neither students nor teachers could use them but whatever material we could get out from the library for use in these courses we got out and we were able to do that. I wouldn't say it was the best of conditions but under the circumstances we did our best to complete the courses.

What has been the morale of your teaching staff facing these conditions?

I think this kind of teaching hampers both the students and teachers. It was extremely frustrating for a faculty member to be completely without teaching and without his research material especially for science students but also for arts students who needed library material to go and research. So, on the whole it was a very bad experience for the people, that's why we felt that teaching was good for both

teachers and students and for their morale. But, it was a challenge, teachers knew that they were taking risks in teaching students because well nothing could prevent the military governor from going into any house or classroom and rented apartments and arresting the teacher for doing illegal teaching, that happened once or twice but they were released and teachers continued to teach so I think it was a worthwhile experience for them.

Do you think that teachers were able to keep up with their disciplines if they were denied access to the library?

I think a lot of damage has taken place indeed. All considered, they were of course trying to do the best they could but I think a lot of damage took place in terms of research material and people doing research both in science and the arts and in engineering of course. I mean, the harm has been done, you can't replace, even in teaching we're saying that we completed graduation requirements but frankly there's no replacement for an open university or an open campus, it's not only studying but the getting together amongst the students or faculty just to exchange ideas and talk about things didn't happen during these closures.

Has thought been given to what will happen now that students are being allowed to study once again in the secondary schools and will be asking for places in your university and in the other Palestinian universities?

Yes, in fact we were so optimistic that we started preparing for them since last year, when the first batch of high school students graduated in summer of '88 and we announced in the papers and about 1200 students applied. We still have their applications. Now I think it is from these students that we will be drawing students for our admission this year, because students of '89 have not graduated yet and will not graduate until December or January of '90 because the year 88/89 was completely shot and so they have now started to make up for that year they will not be finishing until January and if we open in October we will be taking students who graduated in the summer of 88 and then perhaps in the second semester we will take another batch of the 88/89 let us say who will be graduating in 90.

Do you think that their attitudes might be different than the attitudes of students who have come to the university in the past before the Intifada. Do you think it will affect their entry into the university?

Yes, undoubtedly, I mean there's a lot of change that has taken place. In attitudes, even in their own situations where some students were in jail, some students have had problems, economic problems, social problems maybe, some of them were even injured and they will be recuperating from physical injuries so we are going to face a completely different situation with newcomers. But I think that by and large the people who

Nouvelles brèves du Québec

Nouvelles brèves du Québec

par Susan Gray

Collaboratrice du Bulletin

UQAR-Information

(Université du Québec à Rimouski)

Un projet de coopération internationale qui vise à faciliter la pénétration des systèmes informatisés dans les pays arabes, tout en faisant connaître et en utilisant des outils scientifiques développés en français, a vu le jour à l'UQAR. Cet été, Mohamed Maamouri, de Tunisie, et Seham El Karch, d'Égypte, tous deux enseignant la linguistique, ont séjourné à l'Université pour participer au projet.

Il s'agit "d'un travail de pionnier (entre les pays arabes et le Québec) à faire à partir d'outils informatiques existants," selon Maamouri, professeur à l'Université de Tunis.

Les fonds pour le projet de coopération internationale proviennent de l'Agence de coopération culturelle et technique (ACCT).

L'un des buts de la collaboration est de créer une interface arabe qui permette de créer des banques de données dans cette langue, dit Maamouri.

Même si la Tunisie suit un processus d'arabisation, le français continue d'être très important dans ce pays. Il est la langue quasi exclusive du commerce et de l'industrie et semble être celle de l'enseignement universitaire, particulièrement de la recherche scientifique.

Le navire de recherche de l'UQAR, le Raymond Moore, vient d'accomplir une mission innovatrice pour l'industrie de l'aquaculture au Québec. Le bateau a expérimenté l'installation de nouveaux systèmes d'ancrage pour la culture des pétoncles de mer, dans le cadre d'un projet de recherche.

La mission comprenait l'immersion de blocs de béton de deux tonnes, destinés à servir d'ancrage pour les lignes sous-marines qui retiennent les boudins où s'accrochent les pétoncles.

Les manœuvres extrêmement délicates, ont dû être effectuées pendant le projet de recherche, notamment à cause de la précision requise pour positionner les blocs.

Jean-Louis Chaumel, qui dirigeait le projet, conclut à une réussite complète. En plus de démontrer les capacités du navire dans des conditions d'opération difficiles, il s'avère un soutien tangible à l'industrie gaspésienne de l'aquaculture et a permis de mettre au point des dispositifs rapides de mise à l'eau.

Il s'agit aussi d'une première canadienne - la première fois au pays que cette technique d'immersion de blocs très lourds, disposés en chapelet, est utilisée.

En-Tête (Université du Québec à Trois-Rivières)

Il est rare qu'un-e étudiant-e fasse un travail ayant un impact potentiel d'une ampleur telle qu'il nécessite une conférence de presse. Mais c'est le cas de Manon Héroux, une finissante au bac-

calauréat en géographie qui a réalisé un travail de recherche sur la localisation des dépotoirs clandestins au Québec, pour son mémoire de fin de baccalauréat.

Résultats significatifs: il y a 439 sites illégaux, incluant des boisés, des cours arrière et d'autres sites semblables dans les villes de Trois-Rivières, Trois-Rivières-Ouest, Cap-de-la-Madeleine et Ste-Marthe-du-Cap-de-la-Madeleine.

Avant d'entreprendre son projet de recherche, Héroux, qui était supervisée par le professeur Claude Genest, savait que "des dépotoirs clandestins existaient un peu partout." Elle dit que outre l'intérêt de la problématique étudiée, le fait qu'il n'y avait pas de documentation sur le sujet et que l'ampleur réelle du problème était inconnue l'ont incitée à choisir ce sujet pour son mémoire.

Au départ, Héroux avait délimité les seuls territoires de Cap-de-la-Madeleine et de Ste-Marthe-du-Cap-de-la-Madeleine comme mandat pour les fins de son mémoire. Mais, plus tard, elle a décidé d'étendre le champ de sa recherche. Grâce à une subvention du programme Défi, elle a pu continuer son travail pendant l'été et produire un rapport indépendant qui couvrait un territoire agrandi.

Maintenant que les données sont amassées, l'étudiante se consacrera à l'interprétation et à la synthèse de son matériel. Elle devra également émettre des hypothèses.

Mais Héroux a déjà inclus un chapitre de recommandations adressées aux édiles municipaux, aux organismes environnementaux et aux citoyens-nés dans le travail important qu'elle a terminé.

Au fil des événements (Université Laval)

La Chaire pour le développement de la recherche sur la culture d'expression française en Amérique du Nord (CEFAN), la seule du genre en Amérique du Nord, a été inaugurée en septembre. Les buts principaux de la chaire sont de créer et d'animer un réseau d'experts-es intéressés-es aux différentes manifestations de la culture française nord-américaine et d'assurer une liaison avec les divers organismes occupant dans le domaine de la francophonie.

L'argent pour la chaire CEFAN, un million de dollars, provient de la Fondation de l'Université Laval et du Secrétariat d'Etat du Canada. La chaire est rattachée à la Faculté des lettres. On invitera les chercheurs-ses issus-es d'une variété de disciplines à s'y impliquer. De plus, on demandera à d'autres facultés et centres de recherche canadiens et américains de participer aux activités de la Chaire.

Le thème général pour la première année de la chaire est "Exploration de la culture française en Amérique du Nord." On prévoit deux séminaires, un atelier et un colloque pour l'année 1989-90.

The Gazette (Conférence des recteurs et principaux du Québec)

Patrick Kenniff, président de la Conférence des recteurs et principaux du Québec, a déclaré que les frais de scolarité devront probablement être augmentés pour résoudre les problèmes de sous-financement des universités québécoises.

Les frais de scolarité dans les universités sont gelés depuis 1968 à environ 550\$/an. Dans d'autres provinces, ils varient de 1000\$ à 1800\$.

Pendant la campagne électorale de 1985, le premier ministre Robert Bourassa a promis de maintenir le gel pendant son premier mandat. Mais Kenniff pense que le gouvernement est maintenant prêt à considérer un changement dans sa politique à ce sujet.

The Reporter (l'Université McGill)

David Johnston, le recteur de l'Université McGill, a posé publiquement quelques questions rhétoriques concernant le problème du sous-financement des universités au Québec.

Le gouvernement provincial a reconnu officiellement le fait que quatre universités sont sous-financées dans la province. Trois de ces quatre institutions ont traditionnellement été des institutions anglophones. Dans l'intervention la plus controversée, Johnston a demandé si la question de la langue explique ce sous-financement.

En réponse à cette question, Claude Ryan, le ministre de l'Éducation a rejeté l'implication de la question. "Je rejette l'argument complètement," dit Ryan. "Je suis indigné du fait qu'il a employé cet argument de la langue durant une période de haute tension linguistique."

Ryan a toutefois admis que les universités francophones sont financées à un taux élevé comparé aux institutions anglophones. Selon lui, un rattrapage important s'impose en ce qui touche la scolarisation universitaire des francophones. Mais il a donné les raisons pour ce déséquilibre. "Autant en ce qui touche le taux de fréquentation qu'en ce qui a trait aux taux de diplomation, il existe toujours, à l'heure actuelle, un écart important à l'avantage des anglophones. Aussi longtemps qu'un tel écart subsistera, ... il sera impossible pour le gouvernement de prétendre les traiter toutes sur un pied d'égalité aveuglement arithmétique."

The Thursday Report

(l'Université Concordia)

En septembre dernier, le premier cours accredité en études gaies au Canada était offert à Concordia. Donné conjointement par un professeur de littérature anglaise et un professeur du département de cinéma, le cours s'intitule "Representation and Sexual Orientation: Aspects of Gay Male Literature and Film."

Le cours examinera la période de 1850 à maintenant. On scrutera la littérature et les films créés par des homosexuels célèbres comme: Walt Whitman, Oscar Wilde, Marcel Proust, Andy Warhol et André Brassard.

Robert Martin, auteur du livre *The Homosexual Tradition in American*

Literature recense un nombre grandissant de cours en études gaies à travers le monde. "La création des centres d'études gaies à Yale, Cornell et la City University of New York démontre que la discipline a acquis une certaine maturité."

Au Canada, le Ryerson Institute et l'Université de Toronto offrent des cours en études gaies dans leurs programmes d'éducation aux adultes.

La première Chaire nord-américaine en études hindoues a été établie par l'Université Concordia. Plus de 500 000\$ ont été recueillis auprès de la communauté indo-canadienne à Montréal afin de créer cette Chaire.

Le nouveau titulaire de la Chaire sera Krishna Sivaraman, auteur de plusieurs livres et articles. Le sujet de sa plus récente publication, en deux volumes, *Vedas Through Vedanta* et *The Widening Circle*, est la spiritualité hindoue.

Désormais, il sera possible de suivre à Concordia des études hindoues conduisant à un baccalauréat ou à une maîtrise.

Réseau (l'Université du Québec)

Le Conseil international des sciences de l'animal de laboratoire, a accordé au Service de dépistage des pathologies des animaux de laboratoire de l'Institut Armand-Frappier le titre de "Laboratoire canadien de référence". Il s'agit du premier laboratoire ainsi reconnu en Amérique.

Le Service vise, entre autres, à offrir des services de diagnostic et de consultation aux chercheurs-es oeuvrant dans le domaine biomédical tant universitaire qu'industriel; les services diagnostiques touchent tous les aspects des infections des animaux de laboratoire. Les usagers-es de ces services proviennent de presque toutes les provinces canadiennes ainsi que des États-Unis.

Le département des sciences administratives de l'Université du Québec à Montréal et le College of Business de la Florida International University (FIU) de Miami ont signé un accord pour un programme conjoint qui mènera à un double titre de maîtrise en administration des affaires (MBA) de l'UQAM et de Master in International Business (MIB) de la FIU.

Conséquent à cet accord, vingt-cinq étudiants-es ont déjà suivi une partie des cours du programme de MBA pour cadres l'été dernier. En plus des baccalauréats, les deux institutions vont collaborer dans le domaine de la recherche, notamment sur la question du commerce entre le Canada et les États-Unis.

Forum, The Reporter

(l'Université de Montréal,

l'Université McGill,

l'Université du Québec à Montréal)

Montréal bénéficiera d'une injection fédérale de fonds de 1,2 million de dollars par année pour cinq ans; pour la création d'un premier centre d'ex-

The librarians committee

by Eileen Goltz, person chairing

The Librarians Committee held its fall conference call on September 14 to discuss a limited agenda, to introduce the new and continuing committee members, to receive information relative to the work of the committee, and to begin preparations for the November meeting. The agenda items discussed during the call included the amending of the committee's terms of reference, the CAUT/CACUL "Guidelines for the Appointment and Review of Chief Librarians", the effect on study and research of serial cutbacks within academic libraries, the CAUT "Policy Statement on Professional Ethics and Professional Relationships", the CLA Sales Tax and Book Rate Lobbies, the CAUT Librarians' Salary Survey, and The Academic Partnership Conference scheduled for November, 1990. Discussion of some agenda items was necessarily brief, and among those matters to be discussed further at the fall meeting will be the joint examination of the CAUT/CACUL "Guidelines". The Librarians Committee has decided to postpone any action on this subject until after the CACUL executive holds its October meeting. Another matter which will be addressed more fully at the

November meeting is the method used to collect and subsequently to compile the data used for the CAUT Librarians' Salary Survey. The survey is directed by Robert Moore, secretary of the Librarians Committee.

SURVEYS OF INTEREST TO LIBRARIANS

At the November meeting, the committee will receive a report on the Retirement Survey, conducted by Ruth Leslie of the University of Windsor. Preliminary indications are that the results of the survey will prove interesting to most librarians, and, because it provides comparisons, the report will become a valuable addition to the literature available to those involved in the bargaining process. Part two of the CAUT Librarians' Salary Survey, which relates to terms and conditions of employment, will be available by the November meeting. This section of the survey includes data on job descriptions and rank classifications, and will be especially useful for librarians contemplating a move within the community of academic librarianship. As with the Retirement Survey, the second part of the Librarian's Salary Survey will provide comparative data, concerning librarians, for bargaining

committees.

THE ACADEMIC PARTNERSHIP CONFERENCE

The committee expects to consolidate plans and prepare a budget at the November meeting for the conference which is shaping up to be an exciting and worthwhile endeavour. The Librarians Committee appreciates the interest expressed in The Academic Partnership Conference thus far, and is grateful for the encouragement it has received from several quarters. Suggestions concerning the planning are still welcome, and they may be addressed to Robert Moore at CAUT or to Eileen Goltz, Laurentian University Library, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.

THE LONGEST FACULTY STRIKE IN ONTARIO'S HISTORY

On September 11, 1989, the Laurentian University Faculty Association (LUFA), the certified bargaining agent for the faculty at Laurentian University, commenced a strike following the failure of negotiations between LUFA and the Administration of the University. The strike continued until the afternoon of October 2, when a new collective agreement was ratified by

LUFA and the Board of Governors of the University. As members of the bargaining unit, Laurentian University librarians were on strike with their teaching colleagues and thus were active on the picket line and on the various committees established to direct the strike. The camaraderie of the picket line, the excellent weather conditions, the solidarity of LUFA members, and the valuable assistance of CAUT did not ease the qualms of conscience suffered by faculty members concerning the students who were impatiently awaiting the beginning of classes and the resumption of professional library service. Among the positive aspects of the strike were the picket line discussions which occurred between librarian and teaching faculty members, and which revealed a common interest in, and a common awareness of, the problems existing within the library. While many of the problems identified by the picketers are unique to the Laurentian University Library, some are endemic within the Canadian university library system, and foremost among these latter is the chronic curtailment of university, and hence of library, funding and the appearance of stress-related illnesses among librarians.

Comité des bibliothécaires

par Eileen Goltz, présidente

Le Comité des bibliothécaires a tenu une conférence téléphonique le 14 septembre pour discuter d'un ordre du jour restreint, pour présenter les nouveaux membres et ceux qui poursuivent leur mandat, pour recevoir de l'information sur le travail du comité et pour commencer à organiser la réunion de novembre. Au nombre des points discutés de l'ordre du jour, figuraient la modification du mandat du comité, l'Énoncé de principes de l'ACPU et de l'ACBCU sur la nomination et l'évaluation des bibliothécaires en chef, les conséquences sur les études et la recherche des nombreuses compressions budgétaires dans les bibliothèques d'université, l'Énoncé de principes de l'ACPU sur l'éthique professionnelle et les relations professionnelles, les pressions de la CLA contre la taxe de vente et les subventions postales, l'enquête de l'ACPU sur les salaires des bibliothécaires et la conférence sur le partenariat universitaire, prévue au mois de novembre 1990. Par nécessité, certains points de l'ordre du jour ont fait l'objet d'une brève discussion. Parmi les questions qui seront discutées plus en profondeur à la réunion de novembre, mentionnons l'examen conjoint de l'Énoncé de principes ACPU/ACBCU. Le Comité des bibliothécaires a décidé de reporter toute action à cet effet jusqu'à la réunion de l'ACBCU tenue en octobre. En outre, le comité se penchera, à sa réunion de novembre, sur la méthode utilisée pour recueillir, compiler les données servant à l'Énoncé de l'ACPU sur les salaires des

bibliothécaires. L'enquête est dirigée par Robert Moore, secrétaire du Comité des bibliothécaires.

ENQUÊTES INTÉRESSANTES LES BIBLIOTHÉCAIRES

À la réunion de novembre, le comité recevra le rapport sur l'enquête relative à la retraite effectuée par Ruth Leslie, de l'Université de Windsor. D'après les premières impressions, les conclusions de l'enquête se révéleront des plus intéressantes à la plupart des bibliothécaires. En outre, parce qu'il offre des comparaisons, le rapport constituera un ajout précieux à la documentation disponible pour les intervenants du processus de négociation. La deuxième partie de l'enquête de l'ACPU sur les salaires des bibliothécaires, relative aux conditions d'emploi, sera prête pour la réunion de novembre. Cette partie de l'enquête comprend des données sur les énoncés de tâches et la classification hiérarchique. Elle sera particulièrement utile aux bibliothécaires qui songent à un changement de carrière au sein du corps de bibliothécaires d'université. À l'instar de l'enquête sur la retraite, la deuxième partie de l'enquête sur les salaires des bibliothécaires fournira aux comités de négociation des données comparatives au sujet des bibliothécaires.

LA CONFÉRENCE SUR LE PARTENARIAT UNIVERSITAIRE

Le comité espère raffermir le projet de conférence et d'en dresser un budget à la réunion de novembre. Le projet s'annonce une entreprise excitante et très valable. Le Comité des bibliothécaires apprécie l'intérêt que suscite la con-

férence sur le partenariat universitaire jusqu'à maintenant et est reconnaissant de l'encouragement qu'il a reçu de plusieurs côtés. Nous accueillons encore volontiers des suggestions pour son organisation et vous pouvez les communiquer à Robert Moore, au secrétariat de l'ACPU, ou à Eileen Goltz, Laurentian University Library, Ramsey Lake Road, Sudbury, Ontario, P3E 2C6.

LA PLUS LONGUE GRÈVE DE PROFESSEURS D'UNIVERSITÉ DE L'HISTOIRE DE L'ONTARIO

Le 11 septembre 1989, l'Association des professeurs de l'Université Laurentienne (LUFA), l'agent de négociation accrédité des professeurs de l'Université Laurentienne, a déclenché la grève à la suite de la rupture des négociations entre la LUFA et l'administration de l'université. La grève s'est poursuivie jusqu'au 2 octobre, en après-midi, lorsque la LUFA et le bureau des gouverneurs de l'université ont ratifié une nouvelle convention collective. À titre de membres de l'unité de négociation, les bibliothécaires de l'Université Laurentienne ont fait la grève avec leurs collègues professeurs et ont donc participé activement au piquetage ainsi qu'aux différents comités mis sur pied pour diriger la grève. Le sentiment de camaraderie qui prévalait sur la ligne de piquetage, le temps élément, la solidarité des membres de la LUFA et l'aide précieuse de l'ACPU n'ont pas apaisé les remords de conscience des membres envers les étudiants qui attendaient impatiemment le début des cours et la

reprise des services de bibliothèque. Parmi les aspects positifs de la grève, soulignons les discussions entre les bibliothécaires et les professeurs pendant le piquetage et qui ont révélé une sensibilisation et un intérêt communs face aux problèmes de la bibliothèque. Bien que nombre des problèmes identifiés sont propres à l'Université Laurentienne, certains, par contre, ont un caractère endémique au sein du système canadien de bibliothèques universitaires, particulièrement celui du sous-financement chronique des universités, et par le fait même, des bibliothèques, ainsi que l'apparition de maladies liées au stress chez les bibliothécaires.



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University Workloads

Richard McGaw

Treasurer

CAUT Collective Bargaining
Cooperative

The increased pressure on resources over the last decade has made workloads an issue in a number of universities. For example, Trent and UNB concluded collective agreements in 1988 which established joint committees to review the workloads at their universities. Others, such as the University of Quebec at Montreal, have workload issues on the table. In addition, the Minister of Higher Education and Science of Quebec has released a study of workloads in Quebec universities.

Typically defined, workload is a combination of teaching, research and scholarly activities, and service. Unlike many employer/employee work environments, the individual is directed by the employer only in one aspect of workload, i.e. teaching. Most collective agreements deal at some length with the procedures for assigning the teaching load but normally research and service are self-determined. However, even this control is a departure from the norm for most other professional jobs, where the individual is normally self-employed (Hay Report on compensation in Ontario universities).

In a workload document approved by the then Collective Bargaining Committee of CAUT in 1984 it was stated that there were two issues surrounding workload, whether workload articles should be included in collective agreements and what kind of procedures

should exist to vary individual workloads. Today most collective agreements include workload articles although there are a few exceptions. However, the degree of protection offered against unreasonable or arbitrary management assignment of workload varies considerably.

While there are many variations, workload articles fall generally into two categories when dealing with the assignment of teaching load. One type provides a quantitative approach, where teaching load is defined in terms of factors such as credit hours, type of course, and class size. The other approach is to define teaching load only in general terms by relying on past practice or stating that the load must be fair and equitable. In the United States about 80% of collective agreements provide for a quantitative approach ("Workload and Productivity Bargaining in Higher Education", J. Douglas, L. Krause, and L. Wingora, NCSCBHEP, Baruch College, 1980). In a review of 25 collective agreements and special plans in Canada, only about 30% relied on a quantitative approach.

Within and between these approaches there is little uniformity in the language of the agreements in dealing with other aspects of teaching load. For example, some agreements have developed detailed equivalencies for dealing with assignments of other duties such as team teaching, laboratories, or individual studies while others merely state that they must be considered when assigning the teaching load. Similarly the treat-

ment of individual workload variation differs widely. Some agreements provide for pay for overload while others offer a balance over time through future reductions. Some agreements forbid overload assignment. On the other side, many agreements do not explicitly include provisions for reduced workload. Some however do provide for application to be made on the basis of increased research and service commitments.

Whatever the state of collective agreements on workload, it is clear that workload is not going to go away as an issue in the near future. One of the strongest pressures on workload in the past ten years has been the rise in enroll-

ment. The evidence of rising enrollment is clear and increases in faculty have not kept pace. The table below shows for selected years beginning in 1978-79 an index of the number of FTE students per faculty by province.

The trend in these numbers is obvious. In the late 1980's the average faculty member is teaching nearly twenty-five percent more students than a decade earlier. During this period the expectations of performance in research have also increased. With increased pressure in both teaching and research, it is not surprising that workload issues are becoming more important in bargaining.

Table 1

Index of Full Time Equivalent Students per Faculty

	1978-79	1982-83	1986-87	1987-88
Newfoundland	100	117.2	132.2	151.7
PEI	100	109.6	114.1	123.0
Nova Scotia	100	109.5	111.1	112.4
New Brunswick	100	123.7	135.8	136.2
Quebec	100	125.6	na	na
Ontario	100	119.6	119.5	123.0
Manitoba	100	101.7	102.1	115.7
Saskatchewan	100	131.8	141.2	143.6
Alberta	100	121.5	131.4	140.9
British Columbia	100	108.1	118.7	125.9
Canada (excluding Quebec)	100	116.2	119.6	123.8

The birth of a Women's Caucus

by Mariette Blanchette

At approximately 13:00 hours on Friday the 13th, the Women's Caucus of the University of Manitoba was born strong and healthy.

In fact, the caucus is the result of a two-day symposium, jointly sponsored by UMFA and the University of Manitoba Administration, which was held on October 12 & 13, 1989 on campus at University of Manitoba. Entitled "Women Academics: From Issues to Action", the symposium considered several critical issues related to women academics.

Keith Louise Fulton, Ph.D., Prairie Regional Joint Chair in Women's Studies, gave a fantastic opening address. This presentation was followed by the first workshop on "Women in the Curriculum". Each panelist gave their own personal perspective and experience in accordance with their own discipline. They were E. Jane Ursel, M.A., Policy Analyst, Manitoba Women's Directorate; Judith Kearns, Ph.D. Ft. Garry Women's Resource Centre; Jane C. Yeomans, Ph.D., Department of Soil Science, Faculty of Agriculture, University of Manitoba; Janice G. Dodd, Ph.D. Department of Physiology, Faculty of Medicine, University of Manitoba. Ken Osborne, M.A., Cur-

riculum, Humanities and Social Science, Faculty of Education, University of Manitoba was moderator on this panel.

At the end of this workshop, everybody agreed that the title should have been "Women outside of the curriculum trying to get inside the curriculum". It was also agreed that this issue not only concerns women academics but the whole community since the search for truth and knowledge is a matter of academic freedom and therefore all options should be available.

The afternoon was as promising - presentations and discussions on "Recruitment and Career Development" were on the agenda.

Anne Innis Daigg, Ph.D., Academic Advisor, University of Waterloo made an analysis on what should be the conditions to remember when recruiting women faculty. Although it is essential to have money, affirmative action programs should be mandatory not only voluntary.

Jean Golden, M.A., Vice-President, Faculty Association Ryerson Polytechnical Institute, talked about a very concrete, optimistic program for the hiring of female faculty members at Ryerson. It seems that some administrations finally understand affirmative action. Then Thelma G. Lussier, B.A.,

Director, Institutional Analysis, University of Manitoba, talked about the always existing problem of sexual harassment.

The next day started with a test that we had to take from Nina L. Colwill, Ph.D., Department of Business Administration, Faculty of Management, University of Manitoba. This test was on "Power". How do we manage power or how are we managed by power.

This interesting test led to a discussion on the definition and perception of "male and female attitudes".

Finally, a round table discussion concluded with six headlines or recommendations or needs. They are: 1. Rethinking of curriculum. 2. Women's Studies programs should be recognised, revalued and continued. 3. It is dangerous to take superwomen as role models. 4. The absence of role models and mentors in women's areas. 5. To recognise that roots spread beyond universities. 6. The necessity for provision of support and networking.

There was in the end a proposal from the floor to create a Women's Caucus at the University of Manitoba which would reunite women from all levels on campus. A steering committee was established to make sure that the first general meeting of the Women's Caucus

would take place within a month. The members of the Steering Committee are Karen Grant (who was also the Chairperson of the planning committee for this symposium), Keith Fulton, Marion Vaisey-Genser, Judith Kearns, Christina McDonald from support staff, and Debbie Dolcie, an undergraduate student.

It was very encouraging, even moving, to see all these women getting organised. Solidarity made its presence felt throughout the room. The baby was born strong and healthy!

Gender specific language in advertisements

The Executive of CAUT has adopted the policy that the Bulletin shall not accept advertisements using gender specific language except when that language has been mandated by human rights legislation.

BOOK REVIEW

Last September 28, the Canadian Advisory Council on the Status of Women officially launched a book entitled "Canadian Charter Equality Rights for Women: One Step Forward or Two Steps Back?". At an official reception attended by the Past President of the CACSW, Ms. Sylvia Gold, and the Minister of State for Multiculturalism and Citizenship, the Honorable Gerry Weiner, who gave an address on this topic; I had the opportunity to meet the authors of this fascinating document. Following is a summary of the highlights of this important work as prepared by the CACSW.

Mariette Blanchette

Women have invested hard work and important hopes in Canada's new Constitution and the guarantees of equality contained in the *Canadian Charter of Rights and Freedoms*. Now that the section 15 equality guarantees have been in effect since April 17, 1985, some basic questions have emerged.

Are women using the *Charter*? If not, why not?

How are the courts interpreting the equality guarantees?

Are the guarantees helping women? What factors will determine whether women are helped by the *Charter* in the long run?

To answer these questions, lawyer Gwen Brodsky and human rights expert Shelagh Day, both based in Vancouver, British Columbia, undertook an analysis

of all decisions handed down by courts at all levels during the first three years that section 15 of the *Charter* was in effect. The result of their research, *Canadian Charter Equality Rights for Women: One Step Forward or Two Steps Back?*, is the first comprehensive report on *Charter* equality rights and the first assessment of the approaches which governments, courts, and the legal profession have taken to the subject.

In order to be as comprehensive as possible in the search for section 15 cases, the authors used a number of computer search services (i.e. QUICK LAW, CAN-LAW, and SOQUIJE). This process resulted in identifying 591 decisions, of which approximately two-thirds were reported decisions and one-third were in summary form. Information concerning all 591 decisions was consolidated in a computerized equality rights database created by the authors, making it possible for them to identify patterns in the cases and to provide statistics about who is using the equality guarantees, and to what ends. By focussing particularly on the cases in which sex equality arguments were made, while considering all the decisions handed down, the study sets women's sex equality litigation in its full context.

The research for this study was completed before February 2, 1989, when the Supreme Court of Canada handed down its first interpretation of the equality guarantees of the *Charter* in the

case of *Andrews v. the Law Society of British Columbia*. Because of the importance of that decision to women and disadvantaged groups, the authors have included a brief note at the end of the study to comment on the decision's content and its importance for future equality rights litigation in Canada.

THE FINDINGS OF THE STUDY

The findings from the study are disturbing. The 591 decisions examined by the authors show that most cases were not brought by persons or organizations whose main interest was the promotion of equality for women or any disadvantaged group, and were not about sex, race, disability, or age. Instead, cases have been about drunk driving, the manufacture of pop cans and airline landing fees. Most of the equality arguments do not concern inequality or disadvantage as women understand it, but rather alleged differences in treatment, such as that between farmers who have milk quotas and farmers who do not.

Only 52 of the 591 decisions are concerned with sex discrimination. When appeals and other additional proceedings related to any one case are discounted, this figure is reduced to 44. This means that, in less than 10 per cent of equality rights decisions, a challenge has been made on the basis that a rule or practice infringes the sex equality guarantee of section 15 of the *Charter*. As the authors state, this percentage is

small, considering the interest women have shown in *Charter* litigation, the range of inequalities they experience, and the fact that women make up the majority of Canada's population.

The figures are even more startling, the authors show, when these 44 sex equality cases are analyzed. Only 9 sex equality challenges were made by or on behalf of women. The other 35 challenges were made by or on behalf of men. This means that the majority of the sex equality cases decided during this period have dealt with men's interests rather than women's. Most of the men's cases are attacks on protections and benefits which women have fought hard to obtain, such as maternity leave and social assistance benefits for single mothers. If men's "fetal rights" challenges to women's reproductive autonomy and men's challenges to sexual assault legislation (which are based not on sex, but on age equality, freedom of expression, liberty, and fair trial rights) are added to the tally, the imbalance between men's challenges and women's challenges is even more pronounced.

Brodsky and Day assert that the courts are a very important forum for women in Canada now because of the *Charter's* new equality guarantees. The fact that women are seldom participants in the discourse in the courts at this

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RÉSUMÉ

Le 28 septembre dernier, le Conseil consultatif canadien sur la situation de la femme lançait officiellement un volume intitulé "La Charte canadienne et les droits des femmes: Progrès ou recul?". J'ai eu l'occasion de rencontrer les auteures de ce fascinant document lors d'une réception officielle où étaient présents également Madame Sylvia Gold, présidente sortante du CCCSF et l'honorable ministre d'état au multiculturalisme et à la citoyenneté Gerry Weiner qui a d'ailleurs prononcé une allocution. Voici donc un résumé des faits saillants de cet important ouvrage tel que préparé par le CCCSF.

Mariette Blanchette

Les femmes ont mis beaucoup d'efforts et d'espoirs dans la nouvelle Constitution canadienne et comptent beaucoup sur les garanties d'égalité de la *Charte canadienne des droits et libertés*. Et puisque que les garanties à l'égalité en vertu de l'article 15 ont force de loi depuis le 17 avril 1985, le moment est venu de s'interroger sur certains points fondamentaux.

Les femmes se prévalent-elles de la *Charte*?

Sinon, pourquoi pas?

Comment les tribunaux interprètent-ils les garanties d'égalité?

Ces garanties aident-elles les femmes? A long terme, la *Charte* est-elle utile aux femmes?

Afin de répondre à ces questions,

Gwen Brodsky, avocate, et Shelagh Day, experte en droits de la personne, toutes deux de Vancouver en Colombie-Britannique ont analysé tous les jugements rendus par les tribunaux, à tous les paliers, au cours des trois premières années d'existence de l'article 15 de la *Charte*. Le fruit de leurs recherches La *Charte canadienne* et les droits des femmes : progrès ou recul? constitue le premier rapport exhaustif sur le sujet et la première évaluation de l'interprétation faite par les gouvernements, les tribunaux et les membres du barreau des droits à l'égalité de la *Charte*.

Afin de répertoirer de façon exhaustive les arrêts relatifs à l'article 15, les auteures ont fait appel à trois services de recherche par ordinateur: Quick Law, Can-Law et Soquije. Elles ont identifié 591 décisions, dont les deux tiers environ sont publiées, les autres étant sous forme de sommaires. L'information relative aux décisions a été consignée dans une base de données informatique créée par les auteures: elles ont ainsi pu dégager les lignes de force et savoir qui se prévaut des garanties d'égalité, et dans quel but. Cette étude situe dans leur contexte les poursuites axées sur l'égalité des sexes grâce à l'examen de tous les jugements, plus particulièrement ceux qui répondent aux arguments d'égalité entre les hommes et les femmes.

Les recherches relatives à cette étude

étaient déjà terminées le 2 février 1989, date à laquelle la Cour suprême a donné dans l'affaire *Andrews c. The Law Society of British Columbia* sa première interprétation des garanties d'égalité offertes par la *Charte*. En raison de l'importance de cette décision pour les femmes et les groupes défavorisés, les auteures ont inclus une courte note à la fin du rapport décrivant brièvement le contenu du jugement et ses conséquences futures pour les litiges sur les droits à l'égalité au Canada.

LES RÉSULTATS DE L'ÉTUDE

Les résultats de l'étude sont alarmants. La plupart des 591 jugements étudiés par les auteures révèlent que dans la majorité des cas, ce ne sont pas des personnes ou des organismes travaillant à la promotion de l'égalité pour les femmes ou pour d'autres groupes défavorisés qui se sont prévalus de la *Charte*. Ils ne portent pas non plus sur le sexe, la race, le handicap ou l'âge. Les affaires ont plutôt trait à la conduite en état d'ébriété, à la fabrication de contenants pour les boissons gazeuses et à la réglementation des droits d'atterrissage. La plupart des jugements sur les droits à l'égalité ne parlent pas de l'inégalité, celle que les femmes comprennent, mais plutôt de la dissemblance des traitements comme les agriculteurs qui sont soumis à des quotas de production de lait contre ceux qui ne le sont pas.

Seulement 52 des 591 jugements trait-

tent de la discrimination fondée sur le sexe. Ce nombre est ramené à 44 si on ne tient pas compte des appels et autres procédures se rattachant à l'une ou l'autre de ces affaires. Autrement dit, moins de 10% des causes soutenaient que telle règle ou pratique constitue une violation de la garantie des sexes reconnue par l'article 15 de la *Charte*. Tel qu'indiqué par les auteures, ce pourcentage est relativement faible, compte tenu de l'intérêt que portent les femmes à cette question, des inégalités dont elles sont victimes et de leur importance démographique majoritaire au Canada.

Les auteures montrent que les chiffres sont encore plus alarmants quand on analyse ces 44 affaires d'égalité des sexes. Neuf seulement des poursuites ont été engagées par des femmes ou en leur nom. Les 35 autres plaignants sont des hommes ou leurs représentants. Autrement dit, la majorité des jugements relatifs à l'égalité des sexes rendus durant cette période ont davantage trait aux intérêts des hommes qu'à ceux des femmes. La plupart des poursuites des hommes s'attaquent à des protections et à des avantages chèrement obtenus par les femmes comme les congés de maternité et les allocations familiales pour les mères célibataires. Et les résultats sont pires encore quand on sait que certains hommes réclament en justice les droits

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crucial time in the development of equality rights jurisprudence is a particularly significant problem. As the courts develop interpretations of the Charter's equality guarantees, they need to hear women's voices and to have the benefit of accurate information about women's experiences.

Women's poor access to the courts affects interpretations of equality. Interpretations which are meaningful to women and can positively affect their lives are not advanced often. The study finds that most interpretations developed by Canada's courts during the first three years will do little to assist women, or any other disadvantaged group. Brodsky and Day argue that, if the Charter's guarantees are to be meaningful, governments must make funding for Charter litigation available to women and other disadvantaged groups; constitutional rights cannot be available only to those who can afford them.

In addition, the study points to other conclusions. Women must be actively concerned about the quality of judicial appointments, as well as about the education of lawyers and judges. In addition to ensuring access to the use of equality rights, governments, when they are in court, must argue in favour of women's interests, not against them. For their part, courts must be willing to listen, learn, and give the law its full effect.

CONTENT SUMMARY OF THE FULL REPORT

A summary of the full report follows. Highlights from four chapters, those dealing with the equality cases (Chapter 5), access to the courts (Chapter 6), substantive equality (Chapter 8), and the implications of the February 1989 Supreme Court decision (postscript) are presented in more detail.

Chapter One briefly describes women's condition the inequalities that the Charter guarantees were designed to address. It also discusses women's reasons for engaging in an intensive lobby to improve the Charter's language in the early 1980s. It documents women's experience when they made equality claims under the *Canadian Bill of Rights* and describes the elements of the equality guarantees for which women fought as a result of that experience.

Chapter Two examines section 15, the main equality guarantee of the Charter. The language of the section and the concepts underlying it are considered as well as the historical, cultural, and legal context of the guarantee. The authors also propose interpretations that focus closely on the purpose of section 15.

Chapter Three describes the sex equality challenges to date, setting out their facts and outcomes. In addition, it describes equality arguments made on behalf of male litigants and by Attorneys General, as compared to those made on behalf of women litigants and by women intervenors.

Chapter Four reviews the equality theories being applied by the courts in the sex equality challenges, as well as how critical interpretive issues have been resolved: the meaning of sections 28 and 15(2), the relationship between sections

15 and 1, the Charter's scope, and the extent of the courts' remedial powers.

Chapter Five tells the story of who is using the Charter to do what. It discusses the whole body of equality cases, grouping the cases into subject matter categories, such as criminal cases, employment cases, and the cases dealing with civil procedures. Descriptions of the issues and outcomes in these cases are provided, and analytical trends are noted. This chapter also provides extensive statistical information: the number of decisions in each subject matter category, information concerning the grounds on which equality claims have been based, and the number of cases initiated by women and other disadvantaged groups.

Only 189 of the 591 decisions decided to April 17, 1988 deal with grounds of disadvantage. When criminal matters in which section 15 was argued defensively are excluded, as well as decisions in which arguments concerning disadvantaged persons were made in their absence, or contrary to their interests, 91 decisions remain in which it can be said that disadvantaged persons initiated section 15 litigation. When decisions on interlocutory proceedings (applications for injunctions, applications to strike statements of claim, etc.) and appeals of the same case are removed, this number is reduced to 66 cases.

Of those 66 cases, only 17 were actually initiated by members of major disadvantaged groups — women, Aboriginal peoples, disabled persons, and members of national, ethnic, or racial minorities. Women initiated 7 sex equality cases during the three years since 1985 (2 other sex equality cases not initiated by women were argued on their behalf). Members of national or ethnic minorities initiated 4 cases; persons with mental disabilities initiated 4 cases; persons with physical disabilities, no cases; members of racial minorities, 1 case; and Aboriginal persons, 1 case. Nor can it be said that these 17 cases are major challenges to the systemic inequalities these groups experience; they are not. In fact, there is little that qualifies as effective strategic use of the Charter to advance equality.

The findings underscore the seriousness of the problem of access. Corporations, criminally accused persons, and Attorneys General have good access to the courts; women and other disadvantaged groups do not.

What is most distressing about the body of equality rights litigation to date is a characteristic less apparent in the numbers but much more apparent in the reading of the whole body of this law. This law is not about equality, as women and other disadvantaged groups know it and need it. There is no serious discourse in these decisions about inequality in Canada, its dimensions, its patterns, its cures. There is no developing discussion, no public conversation about the pervasive disadvantage of certain groups. Instead, most discussion turns on superficial comparisons — the mechanical, sterile comparisons that formal equality theory invites.

Chapter Six discusses the problem of access to the courts. In fact, two sets of problems are examined here: the legal

questions of standing and intervenor status, which determine who is entitled to be a participant in a court case; and the practical issue of who can afford to use the courts. The trends in decisions regarding standing and intervenor status are described, and the implications for women are examined. Also, funding and resources available to support equality rights litigation are outlined and their adequacy assessed.

Questions of access are crucial because they determine who can make their voices heard in the courts and who can participate in shaping the interpretations of the new equality guarantees. Can women and other disadvantaged groups really use the equality rights guaranteed in the Charter, or do these rights, in practice, remain beyond their reach?

The figures cited above, documenting women's participation in equality rights litigation in the first three years, demonstrate dramatically the seriousness of the access problem. Women simply do not have the power and resources necessary to use the law that is there to protect and support them. Public funding is essential if women are to have any meaningful access to the exercise of their Charter rights. A constitutional guarantee of equality is a hollow promise if only the privileged can use it.

The federal government has taken one step to increase access for equality-seekers. In 1985, it established the Court Challenges Program, which is administered by the Canadian Council on Social Development. Litigants with equality cases challenging a federal law or program can apply to the Court Challenges Program for financial support. The program can supply up to \$35,000 per court level for lawyers' fees, case research, and disbursements.

Unfortunately, this public funding scheme has some severe shortcomings:

The Court Challenges Program is a five-year program; its mandate runs out in March 1990. If the Program is not renewed, there will be virtually no access to the use of equality rights for women and other disadvantaged groups.

Funding under the Court Challenges Program is available only for challenges to federal laws and policies. No money is available to support challenges to provincial laws or policies through this program, and no provincial governments have made similar funds available, with one limited exception (Ontario has given financial support to the Women's Legal Education and Action Fund). Health, education, the terms and conditions of employment, and social services are provincial matters because of the constitutional division of powers between the federal and provincial governments. These are crucial issues for women, but no funding is available to support challenges in these areas.

Funding under the Program is also available only for lawyers' fees and case-related research. If the Charter's equality rights are to be used by disadvantaged groups in anything more than a purely haphazard

fashion, money and other resources are required to allow the development of expertise and litigation capacity. As already stated, equality cases are, by their very nature, not individual in scope. Well-developed cases require knowledge of the patterns of inequality for the whole group, where a particular case fits into this pattern, and what arguments will best serve the equality interests of the group as a whole.

For groups that have experienced longstanding disadvantage and powerlessness, meaningful access to the use of the equality guarantees requires more than money for lawyers' fees. It requires money to develop awareness, information, and expertise in their communities and to arrange consultation between groups. Without this vital education, research, and consultation, there is likely to be little equality rights litigation that truly represents the interests of women and other disadvantaged groups. As long as governments do not recognize this, any funding schemes they design will continue to perpetuate the inequity between the advantaged and the disadvantaged in terms of their access to the courts.

Chapter Seven deals with the theory of formal equality and with the analytical tools being used by the courts in equality rights cases (e.g. "similarly situated" and "reasonableness" tests.) It is particularly concerned with the incapacity of these analytical tools to deal adequately with the equality claims of disadvantaged groups, such as women.

Chapter Eight expands the model of equality and the interpretive framework proposed in previous sections. The study concludes that a model of substantive equality is required if the Charter is to advance women's equality.

A model of substantive equality differs from a formal model of equality in important respects. Whereas a formal model of equality is concerned only with whether the law in its form treats individuals who are "similarly situated" similarly, a model of substantive equality is concerned with the effect of the law and with the actual conditions of inequality experienced by disadvantaged groups.

The problems posed by a formal model of equality are numerous, but there are two main ones. The first is that a formal model offers equality only to those who can show themselves to be similarly situated to members of a comparable group. If members of disadvantaged groups are required to show that they are similarly situated to members of non-disadvantaged groups in order to gain the benefit of section 15, they will fail often, precisely because of their disadvantaged condition.

The second major problem posed by a formal model of equality is that it mandates sameness in treatment on an individual basis without regard to the special needs of disadvantaged groups. Although regressive and not in the interest of women's equality, the elimination of maternity leave and other programs designed for the benefit of women can be the result of requiring

Résumé

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du foetus qui dénie aux femmes leur autonomie procréatrice et contestent la législation sur les agressions sexuelles (en arguant de l'égalité des âges, de la liberté d'expression, de la liberté et du droit à un procès équitable).

Brotsky et Day soulignent que les tribunaux sont présentement un lieu important pour les femmes au Canada à cause des nouvelles garanties d'égalité de la *Charte*. L'accès difficile des femmes aux tribunaux et leur absence au sein de l'appareil judiciaire représente un problème majeur dans la mise au point de concepts reliés aux droits à l'égalité. Les jugements rendus à ce jour révèlent qu'au moment de formuler des interprétations sur les garanties d'égalité de la *Charte*, les tribunaux doivent écouter les témoignages des femmes et prendre en considération toutes leurs expériences.

L'étude fait état de la gravité du problème de l'accès des femmes aux tribunaux pour obtenir des interprétations de l'égalité. Les interprétations de l'égalité favorables aux femmes et susceptibles d'avoir des répercussions positives sur leur vie doivent être citées plus souvent devant les tribunaux. Celles qui ont été choisies jusqu'à présent par les tribunaux canadiens n'amélioreront pas la situation de la femme et des autres groupes défavorisés. Les auteurs avancent qu'afin de véritablement profiter des garanties de la *Charte*, les femmes et les autres groupes défavorisés doivent pouvoir bénéficier d'un financement public. Une garantie constitutionnelle d'égalité n'est qu'une vaine promesse si elle ne profite qu'aux riches.

D'autre part, l'étude indique que les femmes doivent se préoccuper davantage des nominations de magistrats et de la formation des avocats et des juges. En plus d'assurer l'accès aux droits à l'égalité, les gouvernements doivent défendre les intérêts des femmes devant les tribunaux, plutôt que de s'y opposer. Les tribunaux doivent quant à eux être disposés à écouter, à apprendre et à appliquer pleinement la loi.

RÉSUMÉ DU CONTENU DE L'ÉTUDE

Dans le résumé qui suit, quatre chapitres sont présentés de façon plus détaillée. Notamment, le chapitre 5 (les actions relatives à l'égalité), le chapitre 6 (l'accès aux tribunaux), le chapitre 8 (l'égalité véritable) et la postface (les répercussions du jugement de la Cour suprême de février 1989).

Le chapitre premier décrit brièvement la condition des femmes, donc les inégalités que les garanties de la *Charte* devraient abolir. Il explique également pourquoi les femmes ont mené des campagnes intenses au début des années 80 pour améliorer la formulation de la *Charte*. Il relate l'issue des poursuites pour obtenir l'égalité en vertu de la *Déclaration canadienne des droits*, et décrit les éléments des garanties d'égalité pour lesquels les femmes ont combattu par la suite.

Le chapitre deux s'attarde à l'article 15, c'est-à-dire à la principale garantie d'égalité en vertu de la *Charte*. La formulation de l'article et les concepts qui

le sous-tendent y sont soupesés, de même que le contexte historique, culturel et juridique de la garantie. Les auteurs proposent en outre des interprétations qui se concentrent sur l'objet de l'article 15.

Le chapitre trois relate les poursuites pour atteinte à l'égalité des sexes, expose les faits et les résultats obtenus. Y sont également comparés les arguments avancés par les hommes et les procureurs généraux qui réclament l'égalité, et ceux qui sont invoqués lorsqu'il s'agit de plaignantes et d'intervenantes.

Le chapitre quatre traite des théories de l'égalité retenues par les tribunaux dans les affaires d'atteinte à l'égalité des sexes, de même que la résolution de points d'interprétation critiques: signification des articles 28 et 15(2), relation entre les articles 1 et 15, portée de la *Charte* et étendue des pouvoirs de redressement des tribunaux.

Qui se prévaut de la *Charte* et dans quel but? Le chapitre cinq offre un examen de l'ensemble des poursuites par catégories: affaires criminelles, litiges sur l'emploi et causes civiles. Les faits et les jugements rendus y sont décrits ainsi que certaines tendances analytiques. On trouvera dans ce chapitre de nombreuses statistiques: nombre de jugements dans chaque catégorie, motifs et nombre de poursuites intentées par des femmes et autres personnes défavorisées.

Seulement 189 des 591 jugements rendus au 17 avril 1988 ont trait à des motifs d'inégalité. Si on exclut les procédures criminelles dans lesquelles l'article 15 a été invoqué en défense, de même que les actions dans lesquelles des arguments ont été présentés au sujet de personnes défavorisées en leur absence ou dans un sens contraire à leurs intérêts, il reste donc 91 jugements faisant suite à des procédures intentées par des personnes défavorisées en vertu de l'article 15. À l'exclusion des jugements sur des procédures interlocutoires (demandes d'injonctions, demandes pour faire annuler des déclarations introductives d'instance, etc.) et des appels sur les mêmes affaires, il reste 66 actions.

De ces 66 actions, seulement 17 ont été intentées par des membres de grands groupes défavorisés — femmes, Autochtones, personnes handicapées et membres de minorités nationales, ethniques ou raciales. Au cours des trois premières années de litiges sur les droits à l'égalité, les femmes sont à l'origine de sept procédures (deux autres procédures ont été engagées au nom des femmes). Les membres des autres groupes défavorisés ont intenté quatre actions, tout comme les personnes atteintes d'une déficience mentale. Les personnes atteintes d'une déficience physique ne sont à l'origine d'aucune affaire, une procédure a été entreprise par un membre d'une minorité raciale et une par un Autochtone. On ne peut pas dire non plus que ces 17 affaires constituent d'importantes attaques contre les inégalités systémiques dont ces groupes sont victimes. En fait, bien peu d'éléments de ces affaires correspondent à un usage stratégique réel de la *Charte* pour faire progresser l'égalité.

Les résultats font ressortir la gravité

du problème de l'accès aux tribunaux. Les sociétés, les personnes accusées d'infractions criminelles et les procureurs généraux ont facilement accès aux tribunaux, ce qui n'est pas le cas des femmes et des autres groupes défavorisés.

La caractéristique la plus affligeante de l'ensemble des litiges sur les droits à l'égalité ressort beaucoup plus à la lecture des jugements qu'à l'observation des données statistiques. En effet, ce segment de la jurisprudence ne parle pas de l'égalité, celle que les femmes et les autres groupes défavorisés comprennent, celle dont ils ont besoin. Aucun de ces jugements ne contient d'exposé sérieux sur l'inégalité au Canada, ses dimensions, sa structure, ses remèdes. Aucune discussion ne s'élève dans l'arène publique au sujet de l'inégalité insidieuse dont souffrent certains groupes. Non, la plupart des discussions se contentent d'établir les comparaisons superficielles, mécaniques et stériles qu'inspire la théorie de l'égalité purement formelle.

Le chapitre six aborde l'accès aux tribunaux, qui en fait se divise en deux volets: la question juridique du statut permanent et du statut d'intervenant, qui détermine qui a le droit de figurer au procès; la question pratique de l'utilisation réelle des tribunaux. Les tendances des décisions relatives au statut permanent y sont soulevées, de même que leurs répercussions pour les femmes. Autre thème abordé: quels sont les fonds et les ressources octroyés pour appuyer l'obtention de l'égalité? Sont-ils suffisants?

Les questions d'accès aux tribunaux sont très importantes parce qu'elles déterminent qui peut faire entendre sa voix dans notre système judiciaire et qui peut participer à l'orientation de l'interprétation des nouvelles garanties d'égalité. Les femmes et les autres groupes défavorisés peuvent-ils vraiment utiliser les droits à l'égalité garantis par la *Charte* ou, en pratique, ces droits sont-ils hors de portée?

Les chiffres ci-haut mentionnés concernant la participation des femmes aux litiges sur les droits à l'égalité pendant les trois premières années de jurisprudence illustrent de façon spectaculaire la gravité du problème de l'accès aux tribunaux. Les femmes ne possèdent tout simplement pas l'argent, les ressources et les pouvoirs nécessaires pour utiliser une loi qui est censée les protéger et les appuyer. Pour qu'elles puissent véritablement exercer les droits que leur confère la *Charte*, les femmes doivent avoir accès à un financement public. En effet, une garantie constitutionnelle d'égalité n'est qu'une vaine promesse si elle ne profite qu'aux riches.

Le gouvernement fédéral a pris une mesure pour améliorer l'accès aux tribunaux des personnes qui invoquent les droits à l'égalité en créant en 1985 le Programme de contestation judiciaire, qui est administré par le Conseil canadien de développement social. Les parties à une affaire relative à l'égalité qui contestent une loi ou un programme fédéral peuvent demander l'aide du Programme de contestation judiciaire. Le programme peut verser jusqu'à 35 000 \$ par juridiction pour les frais d'avocat,

les frais de recherche et les dépenses générales.

Malheureusement, ce programme de financement public présente plusieurs lacunes graves:

Le Programme de contestation judiciaire est un programme de cinq ans qui se termine en mars 1990. Si le Programme n'est pas renouvelé, il n'y aura aucun accès aux recours aux droits à l'égalité pour les femmes et les autres groupes défavorisés.

Les fonds disponibles dans le cadre du Programme de contestation judiciaire sont offerts uniquement pour les contestations de lois et de programmes fédéraux. En effet, ce programme n'offre pas de fonds pour financer les contestations de lois ou de mesures provinciales et aucun gouvernement provincial, à une exception près (l'Ontario fournit une aide financière au Fonds d'action et d'éducation juridiques pour les femmes), n'offre une aide semblable. À cause de la division constitutionnelle des pouvoirs entre le gouvernement fédéral et les gouvernements provinciaux, la santé, l'éducation, les conditions d'emploi et les services sociaux relèvent des provinces. Ces questions sont fondamentales pour les femmes mais aucun financement n'est prévu pour appuyer les contestations judiciaires dans ces domaines.

Les fonds du Programme peuvent être utilisés uniquement pour les honoraires des avocats et les recherches relatives à la procédure visée. Pour faire valoir d'une manière plus systématique les droits à l'égalité garantis par la *Charte*, les groupes défavorisés ont besoin et de l'argent et d'autres ressources qui leur permettront d'accumuler les connaissances spécialisées et la capacité d'intervention devant les tribunaux dont ils ont besoin. Comme nous l'avons déjà dit, les affaires relatives à l'égalité, de par leur nature même, n'ont pas une portée individuelle. En effet, pour bien préparer une affaire, il faut connaître les caractéristiques de l'inégalité pour l'ensemble du groupe, la place du cas particulier dans le tableau général et les arguments qui serviront le mieux les droits à l'égalité de l'ensemble du groupe.

Pour les groupes depuis longtemps défavorisés et privés de pouvoirs, l'accès véritable aux garanties d'égalité exige plus que l'argent des honoraires des avocats. En effet, ces groupes ont besoin d'argent pour faire progresser la sensibilisation, l'information et les compétences au sein de leur collectivité et pour favoriser les consultations entre les groupes. Sans cet aspect vital de l'éducation, de la recherche et de la consultation, il est peu probable que les tribunaux soient saisis d'affaires sur les droits à l'égalité qui représentent vraiment les intérêts des femmes et des autres groupes défavorisés. Tant que les gouvernements ne reconnaîtront pas cette réalité, tous leurs programmes de financement ne feront que perpétuer l'inégalité entre les nantis et les défavorisés dans l'accès aux tribunaux.

Le chapitre sept traite de la théorie de l'égalité formelle et des critères de la

Flexible retirement — A response to joint needs

Edward H. Humphreys,
CAUT Collective Bargaining
Cooperative

An agreement to add an article on Flexible Retirement to the collective agreement between The OISE Faculty Association and The Board of Governors of the Ontario Institute for Studies in Education has tentatively been reached. Flexible Retirement was negotiated to meet two joint concerns:

(1) As in other institutions of higher education, faculty at OISE are aging and significant numbers will reach the "normal" retirement age (65 years) in the decade 1995 - 2005. As many faculty will retire at about the same time, we expect difficulties in enlisting qualified staff for our graduate programs due to shortages of potential academics now in doctoral programs or entry level positions.

(2) Mandatory retirement is unacceptable to faculty, is overly rigid and even though it permits faculty to plan an orderly entry into retirement, pensions are inadequate for some members even though they joined the Institute faculty at or near its founding in 1965. Furthermore, actuarial penalties for early retirement make it impossible for most members to retire prior to age 65. A more ordered and rational process of faculty replacement is required and we believe that flexible retirement will encourage such a process.

Purpose
With these two issues in mind and a score of retirement articles in hand (most notable of which was that from York University) we began to examine ways to meet the needs of OISE. The initial discussion focussed on the purposes of the new article with an emphasis on flexibility, planning capability and dignity in retirement. The preamble stated:

The purpose of the flexible retirement plan is to permit members of the faculty to reduce or conclude their involvement in employment activities

as their interests in other spheres of activity grew. With this in mind, flexible retirement should:

- (i) permit the reduction of workloads in keeping with the needs of both the member and the Institute,
- (ii) permit the member to retire in dignity at a time of the member's choosing,
- (iii) permit the extension of the worklife of members who are "interested in continuing academic work",
- (iv) permit the supplementation of the full time resources of the Institute through the involvement of fully or partially retired members, and
- (v) permit the planned integration of young faculty to invigorate the more mature aspects of the Institute by the hiring of young academics.

Factor Determination:

To limit application of the article in keeping with the purposes, two factors equal to the sum of the members age and years of service to OISE, are applied. A factor of 70 determines eligibility to exercise reduced load provisions, while a factor of 75 governs eligibility for retirement options. Only tenured faculty are eligible under the article.

Reduced Load Provisions (With a Factor of 70).

Revocable reduced-load:

To permit members to reduce their workload for short trial periods, in order to try new endeavors, to engage in non-academic activities, or to just work less, on a trial basis, the revocable reduced-load status was introduced. Revocable reduced-load status permits the member to work for up to 3 years at a time (maximum 6 years) at reduced load (to a minimum of 50%) with reduced pay, while earning full pension credits. The member may then return to full time status. To permit members to permanently move to reduced load, the irrevocable reduced-load status was introduced.

Irrevocable reduced-load status:

Irrevocable reduced-load status per-

mits the member to work at reduced load (to a minimum of 35%) with reduced pay, while earning full pension credits. Two incentives are given. The first, the member pays pension contributions based on actual salary received and the Institute makes up the difference to 100%. The second, the member receives a bonus of 15% of the salary saved by the Institute each year.

Entitlements to study leave accumulate but are prorated in proportion to load.

Retirement Provisions (With a Factor of 75).

Early retirement:

A "golden handshake" is provided to any member who wishes to retire earlier than the normal pensionable age of 65 years. The formula applied is: payout is equal to the number of years to normal pensionable age (65 years of age)/2 x nominal salary. A maximum of 2.25 x salary applies to this payment. Accumulated entitlements to study leave are payable and are not affected by the maximum. Any actuarial penalty applicable to pension can be no larger than 3% per year.

Normal retirement

If a member wishes to retire at the normal retirement age, a gratuity based on the number of years of service is given (at 65 years of age). A "silver handshake" is equal to one week's salary for each year of service at OISE, with a maximum of 26 weeks. Payments for previously earned study leave are not affected by the maximum.

Extended Service Beyond Normal Pensionable Age:

In order to permit a member to choose to continue to work beyond the normal pensionable age of 65, a number of options are available.

1. Extended service beyond normal pensionable age with pension paid: A member may receive pension and continue to work at a reduced load (revocable or irrevocable status). No pension credit may be accumulated and the total sum of the salary and the pen-

sion received can be no greater than 100% of the nominal salary.

2. Extended service beyond normal pensionable age: The member may work, (with full load, or with revocable or irrevocable reduced load) beyond normal pensionable age (65 years) for up to 6 years while earning pension credits.

Mandatory receipt of pension:

Federal government regulations require employees to receive pensions at 71 years of age. In recognition of this regulation members are required to receive pension at 71 but may choose to continue to work with reduced load. Pay for this extended service beyond normal pensionable age combined with the pension paid can be no greater than 100% of the nominal salary of the member.

Notice and other provisions

Notice by December 1 of the year prior to retirement, to load reduction or to return to full load is required to permit Institute faculty planning.

Payouts are to be made as specified by the member and both group and personal retirement counselling will be made available for members.

Fringe benefits under the contract remain in force, with the agreed sharing of costs as for all faculty.

Certain provisions require that retired faculty be considered for summer and overload teaching, and for thesis supervisory duties, if the member wishes to carry out such activities.

Conclusion

It should be noted that the design of this package is such as to permit, and in fact, require clear and specific decision regarding retirement options. The benefits are suited to the individual member's needs but decrease as time passes. The maximum payout occurs at age 60.5 years when the pension benefits are lowest and decreases to age 71 years, when pension benefits are highest. The article is designed to encourage those who wish to leave academia to do so at a time of their own choosing and with dignity.

Status of Women

Finally getting results Targeted Undergraduate Awards for Women Students

After years of battle and hard work people are now doing something positive to educate others and to repair the injustice done to women resulting in an imbalance in the workforce. The CAUT Status of Women and CAUT also have their own goals for women faculty members.

Good News

In 1990-91 a new program of Undergraduate Student Research Awards has been instituted specifically for women undergraduates in the physical sciences and in engineering. The objective of these awards is to give women who are embarking on a degree program in engineering or the physical sciences valuable introductory research

experience in a university or industrial laboratory. It is hoped that the experience so gained will stimulate their interest in pursuing their studies at the graduate level, and that they will someday seek careers in scientific or engineering research. NSERC recognizes that women are seriously under-represented in these fields at all levels. This program is intended to be a mechanism whereby more women are attracted to and retained in engineering and the physical sciences, thus addressing an anticipated shortage of qualified engineering and scientific personnel in the coming decades.

If you have concrete positive actions which have been taken by your own University or Association, please contact Mariette Blanchette at (613) 237-6885.

Nouvelle

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excellence - parmi dix à voir le jour au pays - en matière d'enseignement de formation et de recherche.

Ce réseau de centres d'excellence sera créé par l'Agence canadienne de développement international dans les prochains mois.

Trente-huit dossiers ont été soumis pour approbation. Le dossier de Montréal a été préparé conjointement par l'Institut national de la recherche scientifique (INRS)-Urbanisation, l'Institut d'urbanisme de l'Université de Montréal, le Département d'études urbaines et touristiques de l'Université du Québec à Montréal, la School of Urban Planning de l'Université McGill et la Ville de Montréal.

Au cœur de la recherche sont les problèmes du Tiers-Monde dus à la croissance explosive de ses populations urbaines. Au début, on mettra l'em-

phase sur les pays de l'Afrique subsaharienne, notamment par la formation de chercheurs-es de cette région.

Mario Polèse, chercheur à l'INRS, indique que le but principal du nouveau centre est de mettre une "masse critique" de chercheurs-es montréalais-es au service du développement international. Pour ce faire, on établira des liens de partenariat avec des universités et instituts des pays du Tiers-Monde et on formera des jeunes chercheurs-es provenant de ces pays ainsi que du Canada.

Des annonces non sexistes

Le Comité de direction de l'ACPU a adopté comme politique de ne pas accepter la publication dans le Bulletin d'annonces utilisant un langage sexiste à moins que la législation sur les droits de la personne ne le permette.

1989 meeting of faculty associations in the western conference region

By Gordon Unger

Executive Secretary, AAS:UA

The deliberations of fifty representatives of the twelve faculty associations in Western Canada, who met in Victoria on September 21-23, were highlighted by a series of challenges interspersed with certain "litanies of woe".

Among the challenges were a series of addresses on universities and accessibility. Gary Mullins, Deputy Minister of Advanced Education and Science and Technology in British Columbia informed the group about the decision of the Social Credit government of that province to provide 15000 new spaces in the post-secondary education system in the next six years. To permit the universities to respond to that challenge, operating grants have been increased by 12.9 percent for the current fiscal year.

Mr. Mullins also reported on the program to permit three community colleges to provide third and fourth year university courses for degrees to be offered by the three existing universities. Proposals are also being considered for the creation of two new universities, one in the Okanagan Valley and one in the North.

Pamela Smith, President of CAUT, Glen Farrell, President of Open Learning Agency in British Columbia, and Ed Lavalley, President of the College Institute Educators Association of B.C. also addressed the question of accessibility.

Professor Smith provided a statistical

analysis of the changing participation rate for universities in Canada and the Western provinces. After drawing attention to the significant enrollment increases of the past decade, she challenged universities and governments to a fundamental rethinking of the responses to these increased enrollments, focusing on long term rather than short term solutions.

Dr. Farrell's challenge was for consideration of alternative delivery systems for meeting increased demands of students. Noting the increased age variability of students and alternative enrollment periods, he cautioned delegates to adapt such delivery alternatives to the specific needs of the students.

Mr. Lavalley reminded the delegates that governments must do more than require institutions to admit students. They must fund the necessary support systems, both the obvious ones of capital infrastructure and the social support structures of day care systems, student funding and the like.

In a subsequent session, Neil Gavigan, Director of the Federal Contractor's Program on Equity Issues for the Canadian Government, challenged the delegates to encourage their universities to comply with the aims of that program: providing for equality of representation of the four identified groups (women, native persons, the handicapped, and visible minorities), equality being defined as having

representation in universities in proportions equal to their proportion in the population at large.

Describing the early phases of the program be noted that twenty-six universities have signed certificates of compliance, twenty-two of those have contracts with the government, and five are undergoing compliance review. At the first stage, he emphasized, the reviews are to determine that universities have appropriate procedures in place for addressing problems. Full equality will take time, he recognized, but universities must begin to move in that direction. At the same time, he said, the program recognizes limitations of available pools of qualified candidates from all groups.

Alan McDonald, Chief Librarian from the University of Calgary, provided what he called the litany of woes facing academic librarians. In his entertaining and provocative manner, he addressed questions of maintaining the quality of collections, responding to the commercialization of scientific publications, controlling the effects of technology in the libraries and in access to its collections, protection of materials from the deterioration of acid based papers, questions of copyright compliance and related problems arising from the "human factor".

In his address, Peter King, Past President of CAUT, produced data supporting what he called the key issue facing universities in the next decade: the replacement of the large number of

retiring staff. Noting that only about two thirds of the replacements required by 1995 to 2000 are currently in the Ph.D. programs in North America, he challenged the faculty representatives to ally with administrators and governments to respond to the pending crisis. He also noted that the question of whether retirement was to be mandatory or voluntary was largely irrelevant in responding to the staffing question.

A highlight of this Western Regional meeting, as always, was the round table at which representatives of all the universities and provincial associations reported. The reports included Arnie Paus-Jenson's review of the four year (and continuing) struggle at the University of Saskatchewan to renegotiate their contract. A series of delegates reported on questions of procedure for faculty evaluation, the unique suggestion from the administration at the University of Calgary that references to academic freedom be removed from the faculty agreement; the problems of responding to rapid growth at Victoria and SFU and a host of related questions.

The delegates also approved a resolution for a telegram of support on behalf of striking colleagues at Laurentian University.

The conference was organized by Norma Mickelson, President of the University of Victoria Faculty Association, assisted by her executive and executive officer, Darlene Robertson.

Book Review

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that everyone be treated the same.

A court applying a model of substantive equality would:

- focus on the condition of inequality and not on sameness or difference of treatment;

- appreciate that the interests of true equality may require differences in treatment; and

- recognize that remedies are required which will provide effective redress for conditions of inequality.

To date, the study shows that the formal model of equality is the one being applied by the courts to the detriment of women and other disadvantaged groups. Brodsky and Day conclude that, unless the courts adopt a substantive definition of equality, entrenching women's equality rights in the Constitution may go down in history not as one step forward for women, but as two steps back.

A postscript is included. The Supreme Court of Canada's decision in *Mark Andrews* in February 1989 set a new and very different direction for the interpretation of equality rights from that set by the lower courts in the first three years of equality rights litigation. This decision offers clear encouragement to women and other disadvantaged groups by moving a step closer to a substantive view of equality. The authors briefly outline the structure of the decision and then analyze its

strengths and weaknesses from the perspective of women and other disadvantaged groups who expect the *Charter* to assist in the advancement of their equality.

In *Andrews*, the Court introduced the concept of disadvantage and made human rights jurisprudence a source for interpretive direction. It clearly stated that section 15 is a broader protection than the *Canadian Bill of Rights* and that new interpretations of equality are required by it. The Court has opened the door for women and other disadvantaged groups to bring forward arguments based on a model of substantive equality.

The decision, however, only marks the beginning of constitutional equality rights litigation. It is certainly not true that, with this one decision, formal equality theory, the similarly situated test, and reasonableness tests have been swept away and a model of substantive equality set in their place. The *Mark Andrews* decision treats many central issues only cursorily. It is essential that women and other disadvantaged groups now redouble their efforts to put their views and experiences before the courts so that the *Mark Andrews* decision can be built upon, and a full and effective model of substantive equality can be developed from this rudimentary beginning.

The appendices to the study provide tables of equality decisions and sex equality decisions and notes concerning the database. A comprehensive

bibliography of books and articles on equality issues, prepared by the Human Rights Research and Education Centre at the University of Ottawa, is included.

Résumé

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situation identique et du caractère raisonnable, deux outils d'analyse qui interviennent couramment dans les affaires portant sur l'égalité des droits. Quelques exemples permettent d'explorer la nature et les répercussions de ces critères, notamment leur incapacité d'appuyer les demandes des personnes défavorisées — les femmes, par exemple.

Le chapitre huit élabore le modèle d'égalité et le cadre interprétatif proposés au chapitre précédent. L'étude conclut qu'un modèle d'égalité solide est indispensable pour que la *Charte* promulgue véritablement l'égalité des femmes.

Un modèle d'égalité véritable diffère du modèle d'égalité formelle à bien des égards. Alors que le modèle d'égalité formelle s'attache au traitement semblable d'individus semblables, un modèle d'égalité véritable se préoccupe des effets de la loi et des inégalités réelles dont les groupes défavorisés sont victimes.

Un modèle d'égalité formelle pose de nombreux problèmes, dont deux en particulier. Tout d'abord, il n'offre l'égalité

qu'aux personnes pouvant prouver qu'elles sont dans une situation identique à celle d'individus d'un groupe comparable. Si une personne doit prouver qu'elle se trouve dans une situation identique à celle d'une autre qui n'est pas défavorisée pour pouvoir se prévaloir de la protection de l'article 15, les femmes et les autres groupes défavorisés perdent souvent leur cause parce qu'ils sont au départ défavorisés.

Dans un deuxième temps, le modèle d'égalité formelle réclame le traitement identique de personnes distinctes sans tenir compte des besoins particuliers des groupes défavorisés. Bien que régressif et contraire à l'égalité des femmes, le traitement identique peut être la source de l'élimination des congés de maternité et de programmes conçus pour aider les femmes.

Un tribunal appliquant un modèle d'égalité véritable pourrait:

- mettre l'accent sur le problème de l'inégalité véritable plutôt que sur la ressemblance ou la dissimilitude du traitement;

- juger qu'il est dans l'intérêt de l'égalité réelle d'imposer un traitement différent;

- reconnaître la nécessité de recours pour corriger l'inégalité.

Jusqu'à présent, le modèle d'égalité formelle est celui qui est utilisé par le tribunaux et d'après les auteures, il n'améliorera pas la situation des femmes

Voir "Résumé", à la page 14

Networks Centres of Excellence

The federal cabinet has approved the funding of fourteen programmes in the Networks of Centres of Excellence Programme. It received sixteen recommendations from the Minister of State's Advisory Committee. The networks which were funded are noted below with an extract from the government's report on each of them providing a description of the topics and problems with which they will be involved.

After announcing the programme the government asked the three granting councils to conduct a competitive peer review process. The granting councils developed the programme's selection criteria, invited proposals from the Canadian university and business communities, and convened a peer review committee chaired by Dr. Stuart Smith, former head of the Science Council of Canada. (The members of that committee are shown in the box.)

The report and activities of the peer review committee were considered by an advisory committee under the co-chairs, Dr. John Evans and Dr. Gilles Cloutier. This committee reported to the Minister of State for Science and Technology, William Winegard.

The criteria for selection and the relative weighting of submissions to the peer committee were:

- the excellence of the science and people involved (50%);
- the proposed linkages between university, industry and government researchers (20%);
- the relevance of the research program to industrial competitiveness (20%);
- the management structure (10%).

BACTERIAL DISEASES:

MOLECULAR STRATEGIES FOR THE STUDY AND CONTROL OF BACTERIAL PATHOGENS OF HUMANS, ANIMALS, FISH AND PLANTS

The network will launch a novel, highly focused, multi-targeted study of bacterial attack and host response in very different biological systems (humans, animals, plants). Some of the projects involve strengthening the host's defences, others are aimed at developing models for human infections.

The team will study the causative agents of such diseases in humans as whooping cough, gonorrhea, toxic shock syndrome, lung infections in cystic fibrosis, bacterial meningitis, and hospital infections, which alone take up to 20,000 lives annually in North America. In addition, researchers will investigate major bacterial pathogens affecting the aquaculture industry, the causative agents of plant wilt and crown gall diseases, and shipping fever in cattle.

BIOTECHNOLOGY FOR INSECT PEST MANAGEMENT

The network program will zero in on developing new, environmentally acceptable methods of pest control through biotechnology. Researchers will explore means to alter naturally occurring viruses to render them more toxic and selective in their attack on insects. Related studies will be conducted on the molecular basis of pesticide resistance in insects, with the

twin goals of minimizing resistance in pests and transferring protective genes to beneficial species. One expected practical result is a genetic "probe" that can accurately measure resistance in field populations. Researchers will also look at promising genetic and hormonal mechanisms of control.

CANADIAN NETWORK FOR SPACE RESEARCH

The network will seek a better understanding of how the hostile plasma of space affects satellites and other structures. It will use remote sensing to look at processes that take place in the middle atmosphere and in the polar environment. These findings may be critical to developing knowledge on global climate change and polar ozone depletion. The network's auroral and magnetic studies may shed more light on phenomena such as last March's major power grid failure in Quebec. The more applied aspects of the program will be directed at advances in spacecraft instrumentation and remote sensing technology.

CENTRE OF EXCELLENCE FOR MOLECULAR AND INTERFACIAL DYNAMICS

Canada has a surprising number of world-class chemical physicists given the country's population size.

The network will focus on spectroscopy with researchers in optical, laser and mass spectroscopy combining their talents. A second study area, reaction dynamics, is a key to understanding such important processes as ozone depletion, combustion and atmospheric pollution as well as industrial technologies such as the fabrication of integrated circuits. The final study area - interfacial dynamics - is an exciting new field that looks at the properties of surfaces and promises great industrial relevance for the fabrication of new materials.

GENETIC BASIS OF HUMAN DISEASE: INNOVATIONS FOR HEALTH CARE

This network will see 39 individuals from 11 centres combine their efforts with pharmaceutical and biotechnology companies to study the genes that directly cause or predispose us to disease. The goal is to determine the biological function of each of the relevant genes, and to discover how mutation in each causes disease. From the new knowledge, it may be possible to detect carriers of most of the common genetic diseases, and, for some, to devise a treatment or cure. This innovative research could lead to major commercial opportunities for Canada in the areas of DNA diagnostics and therapeutics. The results could be fewer affected persons and reduced health care costs.

HIGH PERFORMANCE CONCRETE

The network links materials experts, designers and practitioners from seven universities and two consulting firms, many of whom have a long history of multi-disciplinary collaboration and partnerships with industry. The new knowledge should help Canadian con-

sulting firms add to their impressive record of success in bidding on large international construction projects.

Researchers will investigate the whole concrete-making process, from colloidal phenomena in fluid concrete through to problems in the design of large structures.

INSTITUTE FOR ROBOTICS AND INTELLIGENT SYSTEMS (IRIS)

The research program of IRIS includes projects within three related areas of enquiry - computational perception, knowledge-based systems, and intelligent robotic devices - the essential elements of a system's ability to perceive, reason, plan, and act.

The use of "intelligent systems" of all kinds will play a major role in keeping Canadian industry competitive. The search for technical advances will focus on the development of expert systems and technology for our resource and manufacturing industries. Specific niches for Canada are also identified in robotic devices for use in difficult and hazardous environments.

INSTITUTE FOR TELECOMMUNICATIONS RESEARCH

The network will focus on broadband and wireless communications, two rapidly growing areas that present the most important emerging markets for telecommunications over the next decade. Broadband communications refer to high-speed communications made possible through advances in optical fibre technology and semiconductor lasers. To maximize the effectiveness of optical telecommunications, light-switching devices have to be incorporated into micro-chips. Fibre systems must be designed with built-in "traffic control" so that each of the thousands of fibre users receive just the needed amount of transmission resource without delaying others. Finally, sophisticated new software technologies are needed to manage and maintain the system in real-time. The companion study area, wireless communications, includes the development of high-speed voice or data transmission networks in office buildings, factories, and hospitals, improvements in digital cellular radio systems, and mobile communications for rural areas.

MICROELECTRONIC DEVICES, CIRCUITS AND SYSTEMS FOR ULTRA LARGE SCALE INTEGRATION (ULSI)

The network's device research program will deal with the complex design, modelling and processing techniques needed to fabricate the different types of microscopic devices on the chip. Circuit researchers will take the device models and build efficiently designed, functioning circuit blocks. Finally, systems researchers will smooth the way for ULSI applications in computers and communications. Efficient signals processing hardware, new networks and structures specifically for ULSI, and the ability to test for and repair faulty components are just a few of the fundamental areas that will be addressed.

NEURAL REGENERATION AND FUNCTIONAL RECOVERY

The objective of the research is to promote nervous system regeneration and recovery of functions lost as a result of trauma or disease. A major reason for the permanent disability caused by injuries to the brain and spinal cord or by common neurological disorders such as Alzheimer's or Huntington's disease is that damaged nerve cells are not replaced, nor do they restore connections with their natural targets. Major advances have been made recently in uncovering a previously unsuspected potential of the nervous system to re-grow after injury. The field is expected to undergo a further explosion of knowledge with the application of new technologies in molecular biology and genetic engineering.

Research by the network will lead to a better understanding of the underlying causes of neurodegenerative disorders, which in turn would allow for the design of better drugs for the treatment of these diseases.

OCEAN PRODUCTION ENHANCEMENT NETWORK (OPEN)

The initial focus of the program will be on two species which are of great commercial value: the sea scallop and the Atlantic cod. Using these species as models, the scientists will investigate the process which control the survival, growth, reproduction and distribution of fish and shellfish. The results of these investigations will be relevant to both the aquaculture and capture fisheries. Other network scientists will develop new techniques in molecular genetics and new instrumentation for studying the oceans. Much of this work will be done in close partnership with local industries who will be encouraged to market the products and expertise.

PROTEIN ENGINEERING: 3D STRUCTURE, FUNCTION AND DESIGN

Initial studies will concentrate on developing new peptide hormones, cell growth factors for the treatment of cancer and infectious diseases, improved diagnostic reagents, and new enzymes that can efficiently convert agricultural and forest waste into high-grade chemicals. In addition to a program of fundamental studies on protein design the network will offer its facilities for protein structure determination to scientists from other universities, research institutes and industries.

RESPIRATORY HEALTH NETWORK OF CENTRES OF EXCELLENCE

The Respiratory Health Network will focus on the treatment and prevention of breathing problems that result from a variety of environmental factors and diseases.

The ambitious suite of research programs includes a collaboration with Merck Frosst to create drugs to overcome airway blockage in cystic fibrosis and asthma. Other segments of the network will look at improvements to

See "Networks", page

THE ADVISORY COMMITTEE TO THE SECRETARY OF STATE FOR SCIENCE AND TECHNOLOGY ON THE NCEP

JOHN EVANS is the Chair of the Board of Allalex Group Technologies Incorporated and A.D.I. Diagnostics Incorporated.

GILLES CLOUTIER is the Rector of the University of Montreal.

FRASER MUSTARD is the founder and President of the Canadian Institute for Advanced Research (CIAR).

MARY SPENCER is University Professor in the Department of Plant Science at the University of Alberta in Edmonton.

GERALDINE KENNEY-WALLACE is the Chair of the Science Council of Canada.

PAULE LEDUC is the President of the Social Sciences and Humanities Research Council (SSHRC).

WALTER LIGHT is on the Board of Directors of eleven companies including Northern Telecom, Shell

Canada Limited, and Procter & Gamble.

JOHN MACDONALD is the Chairman of the Board of MacDonald Dettwiler and Associates, Limited.

ARTHUR MAY is the President of the Natural Sciences and Engineering Research Council (NSERC).

PIERRE BOIS is the President of the Medical Research Council of Canada (MRC).

IVAN DUVAR is the President and Chief Executive Officer of the Maritime Telegraph and Telephone Company Limited.

MICHEL GERVAIS is the Rector of the University of Laval.

IHOR SUCHOVERSKY was Vice President, Research and Technology, Alcan Aluminium Limited and President, Alcan International Limited Montreal until August 1989 when he retired from Alcan.

THE PEER REVIEW COMMITTEE FOR NETWORKS OF CENTRES OF EXCELLENCE

Chair

S.L. Smith, President, Rockcliffe Research & Technology Inc. Ottawa, Ontario

Members

J.B. Bassingthwaite, Professor of Bioengineering and Director of the Centre for Bioengineering, University of Washington, Seattle, Washington

R. Blinc, Professor, Department of Physics, University of Ljubljana, Institut Jozef Stephan, Ljubljana, Yugoslavia

M. Bliss, Professor, Department of History, University of Toronto, Toronto, Ontario

M. Callon, Directeur, Centre de Sociologie de l'Innovation, Ecole Nationale Supérieure des Mines, Paris, France

S. Carrière, Chef de la Direction, Associés de recherche médicale canadienne Inc., Montréal (Québec)

K.G. Davey, Vice President (Academic Affairs) York University, Downsview, Ontario

A. Davies, Professor, Department of Chemistry, University College London, London, England

D.I. Dunstan, Project Leader, Plant Biotechnology Institute, National Research Council of Canada, Saskatoon, Saskatchewan

J. Graham, Professor, Department of Economics, Dalhousie University, Halifax, Nova Scotia

G. Hetenyi, Scientific Advisor to the President, Medical Research Council of Canada, Ottawa, Ontario

J. Hoffmann, Professeur, Endocrinologie et Immunologie des Insectes, Centre national de recherches

scientifiques, Strasbourg, France
R. Hood, Vice-President, Planning and Development, UMA Engineering Limited, Winnipeg, Manitoba

F. Jachimowicz, Manager, Organic Chemistry Research, W.R. Grace & Company, Columbia, Maryland

K. Lederis, Professor, Department of Pharmacology and Therapeutics, University of Calgary, Calgary, Alberta

J.D. Litster, Director of the National Magnet Laboratories, Department of Physics, Massachusetts Institute of Technology, Cambridge, Massachusetts

M.R. L'Archevêque, Vice-président, Recherche et technologie, Le Group SNC, Montréal (Québec)

A.B. Metzner, Professor, Department of Chemical Engineering, University of Delaware, Newark, Delaware

B. Milner, Professor, Department of Neurology, Montreal Neurological Institute and Hospital, Montreal, Quebec

B.B. Parrish, General Secretary, International Council for the Exploration of the Sea, Copenhagen, Denmark

R. Price, Professor, Department of Geological Sciences, Queen's University, Kingston, Ontario

B. Schroeder-Gudehus, Professeur titulaire, Département de science politique, Université de Montréal, Montréal (Québec)

P.M. Will, Director, Measurement and Manufacturing Centre, Hewlett Packard Laboratories, Palo Alto, California

Networks

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mechanical lung ventilator technology and automated imaging systems that could, for example, be used to scan the lungs of smokers. Kits to test lung and diaphragm functioning, measure drug efficiency and rapidly diagnose viral lung infections from other key research areas. A final group of investigators will focus on occupational safety and on improvements to building ventilation and purification systems. The spread of allergens, bacteria and harmful gases is a problem in many buildings, and has given rise to what is commonly called the "sick building" syndrome.

SCIENCE AND ENGINEERING

FOR HIGH-VALUE PAPERS FROM MECHANICAL WOOD PULPS

The goal of the network is to develop the mechanical pulping process to the point where it can produce superior grade papers that will not yellow. The process relies primarily on the mechanical breakdown of wood fibres as opposed to the chemical separation used in various "kraft" processes. It accepts a much wider range of common northern tree species and allows Canada to take advantage of its inexpensive hydro power. Mechanical pulping has the additional attraction of being intrinsically much less wasteful of trees. Mills that use the process have lower start-up costs.

Résumé

Seule la page 12

et des autres groupes défavorisés. Elles ont qu'à moins que les femmes aient accès à leurs droits à l'égalité et à ce que les tribunaux adoptent une décision véritable de l'égalité, la constitutionnalisation des droits à l'égalité des femmes risque de n'être pas accessible à un progrès mais bien à un recul.

L'étude contient une postface. Le jugement de la Cour suprême de février 1989 dans l'affaire *Mark Andrews* ouvre une toute autre orientation à l'interprétation des droits à l'égalité que celle qu'ont donnée les tribunaux inférieurs au cours des trois premières années de litiges sur la question des droits

à l'égalité. Il constitue un encouragement certain pour les femmes et les autres groupes défavorisés, donnant une vision d'ensemble de la notion d'égalité. Les auteurs décrivent brièvement la nature du jugement, puis analysent ses forces et ses faiblesses du point de vue des femmes et d'autres groupes défavorisés qui s'attendent à ce que la Charte les appuie dans leur quête d'égalité.

Dans l'affaire *Andrews*, le tribunal a pour la première fois présenté la notion de désavantage dans l'analyse de l'article 15 et a déclaré que les principes sur les droits de la personne et la jurisprudence qui s'y rapporte devraient orienter les interprétations. Le tribunal a clairement indiqué que l'article 15 of-

fre une plus grande protection que la *Déclaration canadienne des droits* et qu'il faut donc présenter de nouvelles interprétations de l'égalité. Le tribunal ouvre ainsi aux femmes et aux autres groupes défavorisés une porte qui leur permettra de présenter des arguments fondés sur un modèle d'égalité véritable.

Toutefois, ce jugement ne marque que le début du litige constitutionnel sur les droits à l'égalité. Il serait faux de croire que ce seul jugement a balayé la théorie de l'égalité formelle, le critère de la situation identique et celui du caractère raisonnable, et qu'un modèle d'égalité véritable prendra leur place. L'arrêt *Mark Andrews* ne fait qu'effleurier de nombreuses questions primor-

diales. Il est essentiel que les femmes et les autres groupes défavorisés redoublent d'efforts pour faire valoir leurs points de vue et leurs expériences devant les tribunaux afin que l'affaire *Mark Andrews* puisse servir de base à un modèle d'égalité véritable efficace et complet.

L'étude comprend des annexes qui contiennent des tableaux d'arrêts sur l'égalité ainsi que sur l'égalité des sexes et des notes concernant la base de données. Une bibliographie complète de livres et d'articles sur les questions d'égalité, préparée par le Centre de recherche et d'enseignement sur les droits de la personne à l'Université d'Ottawa, s'y trouve également.

Call for Nominations

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, Treasurer and three Members-at-large. Nominations are also being sought for election to positions on the three CAUT Standing Committees: Academic Freedom and Tenure - three vacancies; Status of Women - three vacancies; and Librarians - two vacancies including the Person Chairing. Individual affiliated members and associate members of CAUT are entitled to make nominations. In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1990.

Term of Office

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for members of CAUT Standing Committees is three years.

Nomination Procedure

Nominations should be sent to:

Professor Peter King
Person Chairing
Elections and Resolutions Committee
CAUT
Suite 308
294 Albert Street
Ottawa, Ontario
K1P 6E6

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the revised "Standard Information Form" (available from any Faculty Association office or from CAUT) and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Nomination deadlines

Academic Freedom and Tenure Committee: January 8, 1990 (so that they may be considered at the first meeting of the Committee in 1990);
Librarians Committee: March 1, 1990 (so that they may be considered by the Committee at its meeting scheduled for March 16-17, 1990);
Status of Women Committee: March 31, 1990 (the Committee's meeting is scheduled for April 6-7, 1990).
All other nominations: March 31, 1990, if possible.

Description of Positions

The President

Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President

Responsible, in particular, for relations between CAUT and its staff and, as a senior officer, for assisting the President with his or her responsibilities.

The Treasurer

Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

Committee Members

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

Sollicitation de candidatures

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: président(e), vice-président(e), trésorier(ère) et trois membres ordinaires de l'ACPU. En outre, nous sollicitons des candidatures à des postes aux trois comités permanents de l'ACPU: trois postes au Comité de la liberté universitaire et de la permanence de l'emploi, trois postes à celui du statut de la femme et deux postes à celui des bibliothécaires dont celui de la présidence. Les membres affiliés individuels et les membres associés de l'ACPU ont le droit de présenter des candidatures. Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1990.

Mandat

Le mandat du président ou de la présidente, du vice-président ou de la vice-présidente de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier ou de la trésorière est de deux ans. Le mandat des membres des comités permanents de l'ACPU est de trois ans.

Méthode de mise en candidature

Il faut envoyer les candidatures à:

M. Peter King
Président
Comité des élections et-résolutions
ACPU
Bureau 308
294, rue Albert
Ottawa (Ontario)
K1P 6E6

Les pièces suivantes doivent accompagner les mises en candidature:

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.
- L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e).
- Une copie de la fiche révisée de renseignements remplie (Standard Information Form), disponible auprès des associations de professeurs ou de l'ACPU et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Date limite des mises en candidature

Le Comité de la liberté universitaire et de la permanence de l'emploi: le 8 janvier 1990 (pour que le comité puisse les étudier à la première réunion de 1990);
Le Comité des bibliothécaires: le 1er mars 1990 (pour que le comité puisse les étudier à sa réunion des 16 et 17 mars 1990);
Le Comité du statut de la femme: le 31 mars 1990 (la réunion du comité est prévue les 6 et 7 avril 1990);
Toutes les autres mises en candidature: avant le 31 mars 1990 si possible.

Description des postes

Le(la) président(e)

La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

Le(la) vice-président(e)

La personne élue est responsable, en particulier, des relations entre l'ACPU et son personnel et, en tant que cadre supérieur, elle aide le(la) président(e) à s'acquitter de ses responsabilités.

Le(la) trésorier(ère)

La personne élue est responsable de la préparation des budgets provisoires et des états financiers et veille à ce qu'un contrôle adéquat soit maintenu pour assurer l'intégrité financière de l'Association.

Les membres des comités

Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée.

University

Continued from page 4

are going to join the university will be anxious to start a university education after the loss of at least a year for these students.

Dr. Baramki, all through our interview you have given hints that you are greatly optimistic about the possibility of an opening of the university in the near future?

Well how else can I face this situation. We have always been optimistic and without this optimism actually the university would never have operated.

We have to be optimistic and we have to keep on looking towards a time when people will come back to their senses and not using the university closure as a means of punishment so I have faith in the international community, in our friends and in countries who are willing to take a stand against oppression and for the right of people to education and, in fact, for just their own human rights. Dr. Baramki, is their a point beyond which the university if it continues to be closed will cease to be viable?

I'm not willing to think of that at this point. I think we will have to continue

looking for new avenues and new ways to continue to operate and to serve our people. The university was not started as a structure, as a monument, but started as a living thing to sell to students and I think as long as there are students who need this type of service our university will have to continue to look for ways to operate. Closure never

stopped us, I mean closure orders in the past - we were closed for 15 times before this long closure - it never stopped us from operating and from finding ways of helping students because I think this is an essential service. It's a right and we are willing to fight for this right.

Thank you Dr. Baramki.

Leadership

Continued from page 3

tance of post-secondary education for the future of the country and its citizens would no longer be given if, within three months, they were to be followed by announcements of the possibility of further reductions to federal transfers to the provinces. Spokespersons for federally-funded government advisory research agencies, such as the Economic Council of Canada, would not publicly urge Canadian women and men to upgrade or renew their educations and then, within two years, propose to reduce the deficit by altering transfer payments to the provinces.

All levels of governments would acknowledge they have not lived up to the terms of their fiscal arrangements with each other, and then get on with solving this problem. None of them would treat post-secondary education as a political hostage for other, unresolvable issues, or use it for partisan purposes. Universities would not be called on by governments to solve problems they had not created, nor would they be held captive for other problems facing the nation. In particular, they would not hold responsible for the deficit.

Finally, governments would acknowledge that university faculty have responded to the challenges with which they have been confronted during the last decade. For example, at the same time as funding per student has been reduced, the number of students attending universities has increased steadily. Universities have recognised the changing profile of the student population; for the most part, they have made considerable adjustments, especially in light of the constrained resources available to them.

Throughout the period, university faculty have continued to demonstrate leadership in important ways. New programs of instruction have been adopted, and existing programs modified. Through their response to the matching grants and networks of centres of excellence programs, researchers have demonstrated their willingness and preparedness to respond to new challenges. (Indeed, their response vastly outstripped expectations, revealing a pool of pent-up, underutilised ability.) More generally, the last decade has also provided excellent examples of inter-university cooperation. Resources have been shared, new consortia have been developed and joint agreements for the development or offering of programs have been implemented.

Politicians at all levels would do well to recognise that there is nothing to be gained in the long run from continually undermining universities and their faculty, through either rhetoric or budget-cutting. Where there has been excellent performance, this should be acknowledged. Where there is need for improvement, such improvements should be implemented through consultation and planning.

And, just as they would do well to recognise this, the words and deeds of our political leaders should demonstrate their committed understanding that everything can be had by restoring consensus, vision and, especially, good faith.

Leadership

Suite de la page 3

subventionnaires d'élaborer des plans à long terme qui, une fois établis, ne recevraient aucune attention, ne seraient

pas mis en oeuvre ou seraient traités de manière partisane. Tous les paliers de gouvernement mettraient un terme à la pratique du double langage.

On ne prononcerait plus d'allocutions sur l'importance critique de l'enseignement postsecondaire pour l'avenir du pays et de ses citoyens, s'ils étaient suivis au bout de trois mois par l'annonce d'autres compressions possibles aux transferts fédéraux aux provinces. Les porte-paroles des organismes consultatifs de recherches, subventionnés par le fédéral, notamment le Conseil économique du Canada, n'inciteraient pas publiquement les Canadiennes et les Canadiens à augmenter leur scolarité ou à la renouveler puis, au bout de deux ans, ils ne proposeraient pas de réduire le déficit en modifiant les paiements de transfert aux provinces.

Tous les paliers de gouvernement reconnaîtraient qu'ils n'ont pas respecté les modalités de leurs ententes fiscales entre eux puis se mettraient à la tâche pour régler le problème. Aucun d'entre eux ne traiterait l'enseignement postsecondaire comme un otage politique pour d'autres questions non résolues ou s'en servirait à des fins partisans. Les gouvernements n'institueraient pas les universités à régler des problèmes qu'elles n'auraient pas créés, ni ne les tiendraient en captivité pour d'autres problèmes auquel le pays fait face. Elles ne seraient pas tenues responsables, entre autres, du déficit.

Enfin, les gouvernements reconnaîtraient que les professeurs d'université ont relevé les défis auxquels ils ont été confrontés pendant la dernière décennie. Ainsi, en même temps que le financement par étudiant a diminué, le nombre d'étudiants inscrits à l'université a augmenté régulièrement. Les

universités ont reconnu l'évolution du profil des effectifs étudiants; dans la majorité des cas, elles ont fait des ajustements considérables, en particulier à la lumière des ressources restreintes auxquelles elles ont accès.

Tout au long de cette période, les professeurs d'université ont continué à faire preuve de leadership de manière importante. De nouveaux programmes d'enseignement ont été adoptés et les programmes existants, modifiés. Par leur réaction aux subventions de contrepartie et aux réseaux de centres d'excellence, les chercheurs ont montré qu'ils étaient prêts et disposés à relever de nouveaux défis. (De fait, leur réaction a énormément dépassé les attentes en révélant un bagage d'aptitudes refoulées et sous-utilisées.) De manière plus générale, la dernière décennie a également été témoin d'excellentes preuves de collaboration entre les universités. Elles ont partagé des ressources, ont créé un nouveau consortium et mis en oeuvre des accords mixtes pour l'élaboration ou la prestation de programmes.

Les politiciens de tous les paliers feraient bien de reconnaître qu'il n'y a rien à gagner à long terme à continuellement miner les universités et leurs professeurs par de beaux discours ou en réduisant les budgets. Ils devraient le reconnaître là où l'on dénote un rendement excellent. Là où des améliorations sont nécessaires, il faudrait y remédier par la consultation et la planification.

Et tout comme ils feraient bien de le reconnaître, nos politiciens devraient prouver aussi en parole et en fait qu'ils ont compris avec engagement que l'on peut tout avoir en rétablissant le consensus, une vision et, surtout, la bonne foi.

CALLS FOR NOMINATIONS FOR THE FIRST RESEARCH AWARD OF THE CANADIAN SOCIETY FOR THE STUDY OF HIGHER EDUCATION (CSSHE)

The award is meant to be conferred on a practising scholar in mid-career with an established reputation for publishing outstanding research on any aspect of Canadian post-secondary education. This particular award is *not* meant to recognize teaching or service to institutions or the profession.

Nominations may be made by anyone who has knowledge of post-secondary research and is able and willing to assemble the information necessary to evaluate the nomination. Nominations must include the following: 1) a letter of nomination explaining who the candidate is and why he or she is being nominated for a research award; 2) an up-to-date curriculum vitae of the candidate; 3) a complete set of references to the research which has led to the nomination; 4) the selection of two to four pieces to be used as examples of that work for purposes of consideration for the award; and 5) five copies of those pieces (in the case of books or longer articles, one copy will suffice).

The above material must be forwarded by March 1, 1990 to: Ken Clements, Executive Secretary, CSSHE, 1001-151 Slater Street, Ottawa, Ontario K1P 5N1.

APPEL DE CANDIDATURES POUR LA PREMIÈRE ÉDITION DU PRIX DE RECHERCHE DE LA SOCIÉTÉ CANADIENNE POUR L'ÉTUDE DE L'ENSEIGNEMENT SUPÉRIEUR (SCEES)

Étant expert en son domaine, le récipiendaire de la distinction sera parvenu à l'étape moyenne de sa carrière et sera reconnu pour avoir publié des recherches exceptionnelles sur un aspect quelconque de l'enseignement post-secondaire au Canada. Cette distinction particulière n'est pas destinée à souligner l'enseignement ou le service au sein des établissements ou de la profession.

Les propositions de candidats peuvent être soumises par toute personne ayant une connaissance de la recherche post-secondaire et qui a la capacité et le désir de rassembler l'information nécessaire à l'évaluation de la proposition. Les propositions doivent comporter ce qui suit: 1) une lettre de proposition expliquant qui est le candidat et pourquoi on le propose comme récipiendaire du prix de recherche; 2) un curriculum vitae à jour du candidat; 3) une série complète de références à la recherche sur laquelle se base la proposition; 4) une sélection de deux à quatre écrits à titre d'exemples pour juger du mérite de la candidature, et 5) cinq copies de ces écrits (s'il s'agit de livres ou d'articles assez longs, une copie suffira).

Le matériel ci-dessus doit être envoyé avant le 1er mars 1990 à: Ken Clements, secrétaire général, SCEES, 1001 - 151 Slater, Ottawa, Ontario K1P 5N1.

A Society of Ontario French Language University Teachers

SULFO, or the "Sociétés Universitaires de Langue Française de l'Ontario" was founded early this summer as a group of Francophone university professors decided to respond in a coherent manner to the call for the creation of a "Université de l'Ontario Français" by the French-Canadian Association of Ontario (ACFO) during its last convention in Midland.

While other minorities in Canada, such as the Quebec anglophones and the New Brunswick Acadians, enjoy the use of their own post-secondary institutions (four colleges and three universities for Anglo-Quebeckers and a multi-campus French-language university out of Moncton for Acadians), the half-million Franco-Ontarians still see themselves as second-class citizens in predominantly anglophone universities such as York, Laurentian and Ottawa (respectively 98%, 85% and 63% anglophone in terms of proportion of students).

WORKLOAD WORKSHOP A Collective Bargaining Cooperative Workshop

WESTIN HOTEL, OTTAWA, ONTARIO

THURSDAY FEBRUARY 8, 1990

WILL BE OF INTEREST TO ANY ASSOCIATION NEGOTIATING OR EXPECTING TO
NEGOTIATE WORKLOAD PROVISIONS

The Workload Workshop is timely because of a number of recent events, such as the Hay Report in Ontario and the Archambault Report in Quebec. As well, a number of universities are negotiating or having joint committees investigating workload concerns.

THE WORKSHOP WILL INCLUDE SESSIONS ON:

- University financing and workload
- Workload issues for librarians
- The Hay Report on compensation in universities
- The Archambault Report on workloads in Quebec universities
- Negotiating workload issues

THESE TOPICS WILL BE ADDRESSED BY:

Sheldon Levy, York University
Brian Hayman, Reacan Management Consultants
Marina Lessard, Université du Québec à Chicoutimi
Joy Bennett, Concordia University

INFORMATION AND REGISTRATION:

Contact: Hélène Bibeault OR Christiane Tardif-Dulude
CAUT Collective Bargaining Cooperative
294 Albert Street, Suite 308
OTTAWA K1P 6E6 (613) 237-6885

ATELIER SUR LA TÂCHE Un atelier de la Coopérative de négociation collective

HÔTEL WESTIN, OTTAWA, ONTARIO

LE JEUDI 8 FÉVRIER 1990

IL INTÉRESSERA TOUTES LES ASSOCIATIONS EN TRAIN DE NÉGOCIER OU PRÉVOYANT
NÉGOCIER DES DISPOSITIONS SUR LA TÂCHE

L'atelier sur la tâche arrive à point en raison de la publication de certains rapports comme le rapport Hay en Ontario ou le rapport Archambault au Québec. En outre, un certain nombre d'universités sont en négociation ou ont des comités qui enquêtent sur la question de la tâche.

L'ATELIER OFFRIRA DES SÉANCES SUR:

- Le financement universitaire et la tâche
- Les questions sur la tâche qui touchent les bibliothécaires
- Le rapport Hay sur la rémunération dans les universités
- Le rapport Archambault sur la tâche dans les universités du Québec
- La négociation des questions liées à la tâche

LES CONFÉRENCIERS SUIVANTS TRAITERONT DE CES SUJETS:

Sheldon Levy, Université York
Brian Hayman, Reacan Management Consultants
Marina Lessard, Université du Québec à Chicoutimi
Joy Bennett, Université Concordia

RENSEIGNEMENTS ET INSCRIPTION:

Communiquer avec: Hélène Bibeault OU Christiane Tardif-Dulude
Coopérative de négociation collective de l'ACPU
294, rue Albert, bureau 308
OTTAWA, K1P 6E6 (613) 237-6885

Reading Continued from page 2

This would not be the first time in recent years that government has commissioned a study of education with an eye on finding ways to cut expenditures. The Bovey Commission in Ontario, for example, was preceded by trial balloons suggesting program cuts, including some from the Premier of the time. The terms of reference of the commission directed it to consider such measures.

A task force directed to offer solutions for the problems of post-secondary education in Canada within a context of continuing financial starvation of the system will face an impossible job. Some might argue that an improvement in quality could be achieved for less expenditure by reducing accessibility so that more resources per student could be devoted to a smaller student body. Clearly, however, this would not address the need for a generally better educated populace if Canada is going to compete in the modern technological world.

Conceivably greater reliance on private funding, whether from increased tuition or other private sector contributions, could be suggested as a way of increasing the resources available while reducing government expenditure. While Canadian universities have devoted a lot of worthwhile effort to fund-raising from the private sector, there is not evidence to suggest this type of funding can fill the gap already being created by the unwillingness of governments to adequately fund the system, let alone cover even further reductions. Substantial tuition increases only add to the problem of accessibility. Moreover, government cut-backs send

entirely the wrong message to the private sector since they suggest that the public as a whole does not value the system. Cut-backs in federal funding commitments send exactly the same wrong message to provincial governments as they send to the private sector that a quality education is not really valued.

All of this is not to say that the federal government deserves to bear all, or even much, of the criticism for the crisis facing post-secondary education in Canada today. It has been the provinces who have led the way in reducing funding commitments for more than a decade. Given the national importance of an adequate system of education, however, which the Prime Minister recognized in his address to the PC Convention and again in his statement to the First Ministers' Conference, Canadians have the right to expect the federal government to show leadership in attempting to address the problem.

For post-secondary education, a task force is not a solution. It is just another way of postponing action. It is time for the First Ministers to give real priority to post-secondary education. The issues and possible solutions deserve the direct attention of the First Ministers in Conference.

Robert Kerr

Lire

Suite de la page 2

gouvernements, tant fédéral que provinciaux, à subventionner l'enseignement peut très bien n'être que l'un des paramètres possibles dans les limites desquels le groupe de travail est prié d'étudier les questions qui lui sont

soumises.

Ce n'est pas la première fois ces dernières années que le gouvernement commande une étude de l'enseignement avec l'intention à demi-voilée de trouver des moyens de réduire les dépenses. La Commission Bovey, en Ontario, par exemple, a été précédée par des ballons d'essai suggérant des réductions de programme, y compris certaines de la part du premier ministre de l'époque. Le mandat de la commission lui indiquait d'envisager de telles mesures.

Un groupe de travail chargé de fournir des solutions aux problèmes de l'enseignement postsecondaire au Canada alors que le système est continuellement en manque de fonds fera face à une tâche impossible. Certains pourraient prétendre que l'on pourrait améliorer la qualité en dépensant moins d'argent si l'on réduisait l'accessibilité aux études de sorte que l'on pourrait consacrer plus de ressources par étudiant à un effectif réduit. De toute évidence, cependant, si le Canada veut être concurrentiel dans un monde technologique moderne, cette solution ne répondrait pas au besoin d'avoir une population généralement mieux instruite.

Il est concevable de suggérer de s'en remettre davantage à un financement privé, que ce soit en augmentant les frais de scolarité ou sous la forme de contributions du secteur privé, comme moyen d'accroître les ressources disponibles tout en réduisant les dépenses du gouvernement. Alors que les universités ont consacré beaucoup d'efforts valables à recueillir des fonds auprès du secteur privé, rien ne laisse supposer que ce genre de financement puisse combler le vide que la mauvaise volonté des gouvernements à subventionner suffisamment le système a créé, sans parler du manque à gagner prové-

nant de réductions encore plus grandes.

Des hausses substantielles des frais de scolarité ne font qu'accentuer le problème de l'accessibilité. De plus, les compressions effectuées par les gouvernements envoient un message tout à fait faux au secteur privé car elles peuvent suggérer que la population en général n'apprécie pas le système à sa juste valeur. La réduction des engagements du gouvernement fédéral envoie exactement le même faux message aux gouvernements provinciaux qu'au secteur privé laissant entendre que la qualité de l'éducation n'est pas vraiment appréciée.

Tout ce qui précède ne veut pas dire que le gouvernement fédéral doive supporter, en totalité ou presque, l'odieux de la crise à laquelle fait face le système d'enseignement postsecondaire canadien à l'heure actuelle. Pendant plus de dix ans, les provinces furent les premières à réduire leurs engagements financiers. Cependant, étant donné l'importance nationale d'un système d'éducation adéquat, que le premier ministre a reconnue dans l'allocation qu'il a prononcée au congrès du PC, puis dans sa déclaration à la conférence des premiers ministres, les Canadiens ont le droit de s'attendre à ce que le gouvernement fédéral fasse preuve de leadership en essayant de résoudre le problème.

Dans le cas de l'enseignement postsecondaire, la création d'un groupe de travail n'est pas une solution. Ce n'est qu'une autre façon de reporter les gestes concrets à plus tard. Il est temps que les premiers ministres accordent véritable priorité à l'enseignement postsecondaire. Les problèmes possibles méritent l'attention directe des premiers ministres en conférence.

Recevoir

Positions Available / Postes vacants

ACCOUNTING

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. The Division of Administration invites applications for a full-time tenure track or non-tenure track position in Accounting to commence July 1, 1990. Rank and salary commensurate with qualifications. Ph.D. or equivalent is required. Candidates with an MBA and an accounting designation will be considered. Applications will be accepted until the position is filled. Please send curriculum vitae and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, NB, E2L 4L2. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Sciences Applications are invited for a limited term faculty position in Management accounting. Starting date July 1, 1990. Rank, salary and length of appointment will depend on qualifications and experience. In post-graduate degree and/or a professional accounting designation is required. Preference will be given to candidates who have successful teaching experience and a demonstrated commitment to research. A full-time position offers an opportunity for teaching and research within an interdisciplinary administrative studies environment. Candidates will have curriculum vitae and the names and addresses of three referees sent to the Assistant Professor of Accounting, Director, Centre for Administrative and Management Studies, Faculty of Social Sciences, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 3K2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an equal opportunity employer.

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions with the following teaching and research interests: (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation, Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1990. Curriculum vitae and the names and addresses of three referees should be sent to Dr. J.R. Hanna, Director, School of Business Administration, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors. However possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ACCOUNTING & FINANCE

BROCK UNIVERSITY. Tenure track positions are available in the Department of Accounting and Finance for faculty with interests in Financial and Managerial Accounting, Taxation, Auditing and Information Systems. The Faculty of Administrative Studies offers a Bachelor of Accounting degree, which integrates four years of study in accounting with other business, social science, mathematics and humanities courses. This program fits in with a Co-op Work-study program accredited by the Institute of Chartered Accountants of Ontario. An accounting major option is also offered as part of the Honors program of Administrative Studies program.

Brock University has approximately 5,000 full-time and an equal amount of part-time students. The University is located in the heart of the Niagara River, in St. Catharines, Ontario. The Peninsula offers excellent lifestyle options and is close to major business and university centres. Candidates with Ph.D. in hand or close to completion, who are interested in teaching and research, are invited to apply. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Please send curriculum vitae and the names of three referees to Tom Barnes, Chair, Department of Accounting and Finance, Faculty of Administrative Studies, Brock University, St. Catharines, Ontario L2S 3A1. Smenon at Brock University is strictly controlled. Brock University is an equal opportunity employer.

ADMINISTRATION

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited from candidates interested in teaching in the following areas: Accounting, Industrial Relations, Personnel Management. Post-graduate degree and/or a professional designation will be made at the Assistant or Associate level and candidates should have completed their Ph.D. They should possess a commitment to teaching and research, have established a research track record. Consideration will be given to candidates who are ABD and also to candidates who have relevant teaching experience. Appointments will commence July 1, 1990. The Faculty of Administration offers a three-year undergraduate program which has an optional co-op work-study component. Students complete their first year in the Faculty of Business. Those who do not possess a 70% average before they transfer to the Faculty. There are about 500 full-time students in the final three years of the program. The Faculty also offers a part-time Masters degree in Administration and has established a Management Development Program. There are 27 full-time positions within the Faculty. The University of Regina is located in Saskatchewan's capital city. It is part of Wascana Centre, a cluster of educational, cultural, recreational and governmental resources which include the Legislative Buildings, the Museum of Art, the University of Regina, the University of the Arts and many recreational sites. The University campus will soon become the home of the Saskatchewan People's Corporation. This will provide the University with one of the largest computer facilities available in Canada. Regina is the Headquarters for many of the province's Crown Corporations and a number of private companies have their head offices located in the city making it an ideal location for conducting research. For additional information on these positions please contact Dr. Ed. Weymers, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Tel: Dr. Ed. Weymers 366-5850. Fax: Dr. Ed. Weymers 366-5850. Blnet: WEMYSSE@UREG1A1 in accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University of Regina is committed to the principle of employment equity.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Commencing July 1, 1990, and July 1, 1991, faculty positions will be available in the following areas: Accounting, Behavioural Science, Economics, Finance, International Business, Labour Relations, Management Science, Management Information Systems, Marketing Policy and Environment, Management Policy, and Production Management. These positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

dance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is implementing a policy of employment equity, including affirmative action for women, minority and ethnic groups. Open. Successful candidates will be expected to be active in research and to teach in the Ph.D. Masters and Undergraduate Programmes. Contact: Faculty of Administrative Studies, York University, North York, Ontario M3J 1P3. Deadline for submissions — when positions are filled.

ADULT EDUCATION

ST. FRANCIS XAVIER UNIVERSITY. Adult Education Department. Applications are invited from Ed.D. in adult education for a tenure track position at the rank of Assistant Professor/Associate Professor. The Master of Adult Education program is a self-directed learning one. Duties include the supervision of graduate students delivered via distance education procedures and assisting in teaching during the orientation sessions. Salary will be dependent on qualifications and experience. The Associate Professor salary range for 1989/90 is \$35,136 to \$42,286. The Associate Professor will be a full-time position. Please submit a letter of application together with curriculum vitae and the names of three referees to: Dr. M.A. Gillen, Chair, Department of Adult Education, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Application deadline February 18, 1990, or until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

AGRICULTURAL ECONOMICS

UNIVERSITY OF SASKATCHEWAN. Position: Assistant Professor of Agricultural Economics. Position: Assistant Professor of Agricultural Economics. Position: Assistant Professor of Agricultural Economics. Resource economics and quantitative methods. Description: The duties of this position include undergraduate and graduate teaching, development of a strong research program in the area of agricultural economics, supervision of graduate student research and thesis. Qualifications: A Ph.D. is required in agricultural economics or economics. Publications and teaching experience are desirable. Application: Send a C.V., transcripts and the names of three referees to: Head, Dept. of Agricultural Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. Date Available: July 1, 1990. Closing Date: February 15, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada.

ANTHROPOLOGY

MCMASTER UNIVERSITY. The Department of Anthropology at McMaster University invites applications to a junior level tenure-track position in Anthropology to commence July 1, 1990. The department is most interested in candidates whose research has been concentrated in the Canadian north and who have a commitment to excellence in teaching at all levels. Topical specializations include: Archaeology, Biological Anthropology, Cultural Anthropology, Linguistics, and Physical Anthropology. Applications including a current curriculum vitae and the names of three referees should be sent to: Search Committee, Department of Anthropology, McMaster University, Hamilton, Ontario, L8S 4L3. In accordance with immigration policy, this announcement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval. The closing date for applications is February 28, 1990.

LAKEHEAD UNIVERSITY. The Department of Anthropology, Lakehead University, invites applications for a probationary (tenure-track) position in Cultural Anthropology. The appointment will commence on July 1, 1990. Candidates should have a Ph.D. and a demonstrated commitment to research and teaching in anthropology with emphasis on bio-cultural integration. Specialization in Native Health, particularly in Northern populations, would be especially valuable. Responsibilities include undergraduate teaching in both cultural and biological anthropology and the development of an active interdisciplinary research programme in Native Health. Salary will be commensurate with qualifications and experience. Applicants should send a curriculum vitae and the names of three referees by March 30, 1990 to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. An equal opportunity employer.

MCGILL UNIVERSITY. Department of Anthropology. Applications are invited for a full-time tenure-track position (with the possibility of renewal for a second year) at the Assistant Professor level. The position is in the area of Archaeology and is directed to Canadian citizens and permanent residents of Canada. Applicants are asked to send curriculum vitae and names of three referees to: Professor Michael S. Bisson, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montreal, Canada, H3A 2T7, before February 15, 1990.

UNIVERSITY OF WESTERN ONTARIO. Archaeology. The University of Western Ontario is seeking applications for two tenure-track positions at the Assistant Professor level, one in archaeology and one in biological anthropology. Applicants should have or expect the Ph.D. shortly, and should have a strong research record and some teaching experience. The archaeologist should have a focus in Canadian archaeology, preferably with some background in the Great Lakes. The biological anthropologist should have a specialization in open for the biological anthropologist, though candidates concerned with some aspect of human morphology would be preferred. The current salary floor for Assistant Professor is \$32,865. Positions normally commence on July 1, 1990. Applicants should send a curriculum vitae and the names of three referees, preferably by Feb. 1, 1990 to Dr. Michael Spencer, Department of Anthropology, University of Western Ontario, London, Ontario N6A 3K2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

UNIVERSITY OF WESTERN ONTARIO. Faculty of Arts. Department of Anthropology. Applications are invited for a tenure-track position in socio-cultural anthropology at the Assistant Professor level. The appointment will be effective July 1, 1990 subject to final budgetary approval. The successful candidate must have a com-

pleted Ph.D. with a proven publication and research record and a commitment to teaching. Research specialization is open, but one that will diversify interests currently represented in the department is preferred. All applicants must have strong theoretical interests and "applied" concerns — in the most innovative and broadly conceived sense of the word. Specialized specialization is open. Applications including a covering letter indicating teaching and research interests, a detailed resume and a list of at least three references should be sent to: Gus Thales, Chair, Faculty of Arts, Department of Anthropology, York University, North York, Ontario M3J 1P3. Deadline for applications is February 17, 1990. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a programme of employment equity, including affirmative action for women faculty.

ANTHROPOLOGY/ARCHAEOLOGY/SOCIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Anthropology and Archaeology is seeking a full-time, non-tenure-track replacement faculty (non-tenure-track) for positions in Archaeology and/or Anthropology and/or Sociology for the term September 1, 1990 to April 30, 1991. Candidates should have a Ph.D. and be equivalent at the time of appointment. Please submit applications to the Search Committee by January 30, 1990, to Dr. M.P. Marshak, Head, Department of Anthropology and Archaeology, University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C., V6T 2B2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

ARCHITECTURE

THE UNIVERSITY OF BRITISH COLUMBIA. School of Architecture. One full-time, tenure track position is available from July 1, 1990 for a person qualified to teach and direct research in the field of Architecture. Applications in Architecture. Assignments will include supervising post-professional graduate research, teaching in three year professional Bachelor of Architecture program and developing a comprehensive computer facility in the School. The appointment will be made at the Assistant or Associate Professor level depending on the experience of the candidate. Candidates must hold a professional degree in Architecture and a post professional degree in Architecture and computer applications in Architecture and capable of teaching computer techniques with studio teaching. Preference will be given to candidates with teaching experience, research and publications in the area of specialization. The salary will depend on rank and experience and the position is subject to final budgetary approval. Applicants should send resumes and a list of references by January 31, 1990 to Professor D. Shubert, Director, School of Architecture, The University of British Columbia, 6333 Memorial Road, Vancouver, B.C. V6T 1W8. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF MANITOBA. Applications are invited for a contingent appointment at the Assistant Professor rank in the Department of City Planning, Faculty of

Architecture. Appointment to begin July 1, 1990. Candidates should have a Master's Degree in Architecture with advanced studies in City Planning and Computer Aided Design. Teaching experience is required. Salary will be commensurate with qualifications and experience. The successful candidate will maintain a central role in the development and organization of a campus computer center and therefore will have previous experience in an industrial setting. Budgeting for this position is dependent on industry funding. The successful candidate will also teach design studio and Computer Aided Design courses to Architecture and City Planning students at the graduate level, develop and deliver on-site training programs, direct service contracts employing CAD and be responsible for preparing service contract applications. Both men and women are encouraged to apply. In accordance with Canada's employment and immigration requirements, priority will be given to Canadian citizens and permanent residents. Submit curriculum vitae and three letters of reference to Professor Dr. J. Lessner, Acting Head, Department of Architecture, Faculty of Architecture, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 before February 1, 1990.

UNIVERSITY OF WATERLOO. School of Architecture seeks a full-time design teacher, who is also capable of delivering course work at the time of academic streams: Cultural History, Technology or Ecology. The School of Architecture is one of four units in the Faculty of Environmental Studies. Ours is a two-year professional programme during which students are assisted in obtaining two years of work experience. At the University of Waterloo is a school where architecture is considered a form of cultural expression, and design a form of open and speculative research. We are searching for an individual with a Masters degree and teaching or appropriate professional experience. Candidates should also possess a strong record in research, creative design or criticism. The appointment will be for a two-year period initially and is intended to lead to a tenure track appointment. The successful candidate will be appointed at the Assistant Professor level. Term of appointment begins September 1, 1990. Letters of application accompanied by a curriculum vitae and at least three references should be sent to: Eric Halderby, Director, School of Architecture, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 by February 1, 1990, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women are particularly welcome. This position has been previously advertised. An employment equity employer.

ARTS

CARLETON UNIVERSITY. Subject to budgetary approval, the Faculty of Arts annually makes appointments of Visiting Professors and invites expressions of interest from distinguished specialists in Applied Linguistics, Classics, Comparative Literature, English, Film Studies, French, German, History, Italian, Journalism, Mass Communication, Music, Photography, religious Studies, Russian and Spanish. Inquiries should be directed to the Dean of Arts, Carleton University, Ottawa, Ont. K1S 5B6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

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OF WINDSOR. Full time or limited term and seasons available in the following: (i) accounting, (ii) finance, (iii) sales, (iv) marketing. (v) required for tenure-track BA associate to research and teaching experience in dynamic undergraduate and graduate programs and research qualifications and are commensurate with Canadian university requirements, this directed to Canadian citizens and residents. The University is committed to diversity and excellence are especially encouraged to interview and fill its vacancies with persons whenever possible. Do not show send curriculum vitae and letters of three references to: Mr. Acting Dean, Faculty of Administration, University of Windsor, Ont. N9B 3P4.

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Preference will be given to applicants in the areas of power system protection, power system control, and communications with emphasis on digital communication techniques. The position is open to applicants with experience in micro-processor systems and microcomputers. Candidates should hold earned Ph.D. degrees and have demonstrated potential for teaching at the undergraduate and graduate levels and for taking leadership in the development of new research programs. The Department of E.E. & M. Eng. has 100 full-time faculty members, 105 graduate students and 65 graduate students in the Department. The University has excellent facilities for research in the power systems, electronics and communications areas. It encourages research activities with other departments of the University are encouraged. Applications with curriculum vitae and names of three references should be addressed to: Dr. M.S. Schuch, Head, Department of Electrical Engineering, University of Saskatchewan, Saskatoon, S7N 0W0. Applications will be received for consideration until February 28, 1990. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents, but other qualified candidates are also encouraged to apply.

McGILL UNIVERSITY Research Assistant, Robotics & Biomedical Engineering. Experienced technical professional available to assist research in Robotics and Biomedical Engineering laboratory. Activities cover all aspects of the fabrication of electro-mechanical systems, sensing systems, and the supervision of graduate students in developing prototype of a machine shop. Fabrication expertise using NC machines, forming and injection molding essential. Salary dependent on experience and qualifications. Applications should be directed to: Dean Pierre R. Bélanger, Faculty of Engineering, 1990 Avenue J.B. 817 Sherbrooke Street West, Montreal, Quebec, H3A 2K4. In accordance with Canadian immigration requirements, this offer is directed to Canadian citizens and permanent residents in Canada.

UL CHEMICAL ENGINEERING. Department of Chemical Engineering invites applications for a tenure-track position at the rank of Assistant Professor that becomes available in 1990. The successful candidate must hold a Ph.D. in chemical engineering or a closely related field, and be able to teach in both French and English with equal fluency. Duties include the teaching of undergraduate and graduate courses, research involving the development of M.A.Sc. and Ph.D. students, and participation in departmental and university activities. Although experience in the areas of Thermodynamics, Process Control, and Biotechnology would be an asset, the actual field of research specialization is of less importance than the caliber of the research. The University of Toronto is particularly interested in attracting women candidates, and employment opportunities in this policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send their curriculum vitae, copies of academic transcripts, an outline of their research plans, and three references, to: Dr. G. Neale, Chairman, Department of Chemical Engineering, University of Toronto, 280 King Street West, Toronto, Ontario, M5T 1A5.

UNIVERSITY OF MONTREAL. The Department of Mechanical and Aerospace Engineering of Carleton University has a new undergraduate program in Aerospace Engineering. Salary and rank will be commensurate with qualifications and subject to budgetary approval. The Department is committed to equality of opportunity for women and minorities, and disabled persons. From these groups interested persons are encouraged to apply.

UNIVERSITY OF WATERLOO. The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure-track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons with backgrounds in systems/high voltage insulation and microwave integrated circuits. The Department also invites applications for definite term appointments in Informatics technology with preference given to works and communications, and electronics. The salaries of these three areas are being funded under the auspices of the

Information Technology Research Centre (ITRC). The level of the appointments and the salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong command of the English language. It is the intention of the Department to fill its vacant positions with Canadian citizens and permanent residents. The Department of Electrical Engineering, University of Waterloo, Ontario, Canada N2L 3G1, is seeking applications for permanent positions. Applications should be sent to: Dr. Victor H. Olinic, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly encouraged. Employment Equity Employed.

ROYAL MILITARY COLLEGE OF CANADA, KINGSTON, ONTARIO. Le département de génie mécanique du Collège militaire royal du Canada a des postes à pourvoir à la permanence, au niveau de professeur/adjoint(e). On doit avoir un Ph.D. (ou équivalent) en génie mécanique. On doit pouvoir enseigner en français à tous les cycles universitaires; le candidat doit être bilingue en français et en anglais. On doit avoir une expérience professionnelle de 3 à 10 ans. Le salaire est en fonction de l'expérience et des qualifications. Soumettre son curriculum vitae, avec les lettres de référence, à: M. J. G. Fournier, directeur, Département de génie mécanique, Collège militaire royal du Canada, Kingston, Ontario, K7K 5L6. L'entrée en fonction se fera le 1er septembre 1990. Le Collège militaire royal du Canada est une institution éducative nationale de ce poste est offert également aux femmes. Les candidats doivent être citoyens canadiens d'origine ou avoir obtenu le statut de résident permanent au Canada. Les postes sont offerts en priorité aux résidents permanents. Les candidats doivent être bilingues en français et en anglais. Les candidats doivent être citoyens canadiens d'origine ou avoir obtenu le statut de résident permanent au Canada. Les postes sont offerts en priorité aux résidents permanents. Les candidats doivent être bilingues en français et en anglais. Les candidats doivent être citoyens canadiens d'origine ou avoir obtenu le statut de résident permanent au Canada.

UL CHEMICAL ENGINEERING. Department of Chemical Engineering invites applications for a tenure-track position at the rank of Assistant Professor that becomes available in 1990. The successful candidate must hold a Ph.D. in chemical engineering or a closely related field, and be able to teach in both French and English with equal fluency. Duties include the teaching of undergraduate and graduate courses, research involving the development of M.A.Sc. and Ph.D. students, and participation in departmental and university activities. Although experience in the areas of Thermodynamics, Process Control, and Biotechnology would be an asset, the actual field of research specialization is of less importance than the caliber of the research. The University of Toronto is particularly interested in attracting women candidates, and employment opportunities in this policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should send their curriculum vitae, copies of academic transcripts, an outline of their research plans, and three references, to: Dr. G. Neale, Chairman, Department of Chemical Engineering, University of Toronto, 280 King Street West, Toronto, Ontario, M5T 1A5.

UNIVERSITY OF MONTREAL. The Department of Mechanical and Aerospace Engineering of Carleton University has a new undergraduate program in Aerospace Engineering. Salary and rank will be commensurate with qualifications and subject to budgetary approval. The Department is committed to equality of opportunity for women and minorities, and disabled persons. From these groups interested persons are encouraged to apply.

UNIVERSITY OF WATERLOO. The Department of Electrical and Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure-track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons with backgrounds in systems/high voltage insulation and microwave integrated circuits. The Department also invites applications for definite term appointments in Informatics technology with preference given to works and communications, and electronics. The salaries of these three areas are being funded under the auspices of the

Information Technology Research Centre (ITRC). The level of the appointments and the salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong command of the English language. It is the intention of the Department to fill its vacant positions with Canadian citizens and permanent residents. The Department of Electrical Engineering, University of Waterloo, Ontario, Canada N2L 3G1, is seeking applications for permanent positions. Applications should be sent to: Dr. Victor H. Olinic, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly encouraged. Employment Equity Employed.

ROYAL MILITARY COLLEGE OF CANADA, KINGSTON, ONTARIO. Le département de génie mécanique du Collège militaire royal du Canada a des postes à pourvoir à la permanence, au niveau de professeur/adjoint(e). On doit avoir un Ph.D. (ou équivalent) en génie mécanique. On doit pouvoir enseigner en français à tous les cycles universitaires; le candidat doit être bilingue en français et en anglais. On doit avoir une expérience professionnelle de 3 à 10 ans. Le salaire est en fonction de l'expérience et des qualifications. Soumettre son curriculum vitae, avec les lettres de référence, à: M. J. G. Fournier, directeur, Département de génie mécanique, Collège militaire royal du Canada, Kingston, Ontario, K7K 5L6. L'entrée en fonction se fera le 1er septembre 1990. Le Collège militaire royal du Canada est une institution éducative nationale de ce poste est offert également aux femmes. Les candidats doivent être citoyens canadiens d'origine ou avoir obtenu le statut de résident permanent au Canada. Les postes sont offerts en priorité aux résidents permanents. Les candidats doivent être bilingues en français et en anglais. Les candidats doivent être citoyens canadiens d'origine ou avoir obtenu le statut de résident permanent au Canada.

TRENT UNIVERSITY. Department of English invites applications for up to five limited term appointments effective July 1, 1990. Salary will be determined according to qualifications and experience; the minimum salary for an Assistant Professor is \$34,000. A three-year collective agreement is in place. Being negotiated. Applicants should send a curriculum vitae showing qualifications and previous experience. Candidates should also send three references on their behalf. Applications and letters of reference should be sent to Professor M. G. Mitchell, Chair, Department of English Literature, Trent University, 1200 University Avenue, Peterborough, Ontario, K7N 7B8, before February 9, 1990.

TRENT UNIVERSITY. Department of English invites applications for up to five limited term appointments effective July 1, 1990. Salary will be determined according to qualifications and experience; the minimum salary for an Assistant Professor is \$34,000. A three-year collective agreement is in place. Being negotiated. Applicants should send a curriculum vitae showing qualifications and previous experience. Candidates should also send three references on their behalf. Applications and letters of reference should be sent to Professor M. G. Mitchell, Chair, Department of English Literature, Trent University, 1200 University Avenue, Peterborough, Ontario, K7N 7B8, before February 9, 1990.

UNIVERSITY OF GUELPH. College of Arts. The Department of English of the University of Guelph is seeking applications for three tenure-track positions, at the level of Assistant or Associate Professor, to begin July 1, 1990. Salary will be determined according to qualifications and experience. Candidates should have completed or be nearly completing a Ph.D. and be able to demonstrate excellence in teaching and scholarship. The Department is particularly interested in applicants with specialization in one or more of the following areas: Canadian Literature, Children's Literature, Commonwealth Literature, Creative Writing, and the English Renaissance. The University of Guelph is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates should send a curriculum vitae and three letters of reference to: Professor G. R. Brown, Department of English, University of Guelph, Guelph, Ontario, N1G 2W1, before February 9, 1990.

CONCORDIA UNIVERSITY. The Department of English invites applications for a tenure-track position (with a five-year budgetary approval) in Creative Writing at the Assistant Professor level, beginning September 1, 1990. The successful candidate will be a published writer of Prose Fiction who has also published in at least one other genre. Preference will be given to Canadian citizens and permanent residents. The successful applicant will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

a detailed curriculum vitae and transcripts of academic record to: Professor G. R. Brown, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

THE UNIVERSITY OF BRITISH COLUMBIA. Clinical Epidemiologist. The Department of Health Care Epidemiology and Biostatistics, University of British Columbia is seeking a full-time tenure-track position to join the Division of Epidemiology and Biostatistics. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

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UNIVERSITY OF MONTREAL. The Department of Family Studies of the University of Montreal has a full-time tenure-track position available (subject to funding) at the Assistant Professor level in the area of Applied Child Development with emphasis on infant and toddler development. The successful candidate will teach undergraduate and graduate courses in the areas of social-emotional and exceptional children, assessment and intervention. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

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Applicants should have experience in day care and be able to combine practical supervision with an active program of research. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

QUEEN'S UNIVERSITY. The Department of Film Studies intends to make one tenure-track appointment and one sessional appointment in the Department of Film Studies, each at the level of Lecturer or Assistant Professor, effective with the start of the 1990-1991 academic year. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

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Applicants are also invited for limited term positions as lecturers. At least an MBA and relevant work experience is required. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

FINANCE & MANAGEMENT SERVICES COLLEGE OF CAPE BRETON. The Department of Management and Administration invites applications for a tenure track position in the Finance Department. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

UNIVERSITY OF MANITOBA. The Department of French and Spanish of the University of Manitoba is seeking applications for a probationary position as Instructor in French, beginning July 1, 1990. The position involves teaching of language courses at the undergraduate level. For these courses a minimum of two years of teaching experience in French is required. The minimum successful candidate is the M.A. Successful candidates will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, curriculum vitae, and three references should be sent to: Dr. J. P. Gauthier, Department of French and Spanish, University of Manitoba, 560 Main Building, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF WESTERN ONTARIO. The Department of French and Spanish of the University of Western Ontario is seeking applications for a two-year limited term position as Instructor in French, beginning July 1, 1990. Applicants should have a Ph.D. completed or near completion and be fluent in French. Duties will include teaching French to the University of Western Ontario students. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

UNIVERSITY OF NEW BRUNSWICK. The Department of French and Spanish of the University of New Brunswick is seeking applications for a two-year limited term position as Instructor in French, beginning July 1, 1990. Applicants should have a Ph.D. completed or near completion and be fluent in French. Duties will include teaching French to the University of New Brunswick students. The successful candidate will be expected to teach workshops and participate in the Creative Writing program at both the undergraduate and graduate level. Teaching experience with Creative Writing courses (both Creative and theoretical) is an asset. The closing date for applications is January 1, 1990. Applications should be sent to: Dr. Peter MacInnes, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, before February 9, 1990.

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job will consist in working with the Faculty of Law Artificial Intelligence

La division de neurologie. Les personnes qui ont obtenu un baccalauréat en médecine au Collège royal de médecine et de chirurgie du Canada et être éligibles au permis d'exercer du Collège des médecins d'Ontario, ont la responsabilité d'assurer que la personne choisie sera le responsable de la planification des programmes d'enseignement aux hôpitaux affiliés soit, l'hôpital de la Université de Toronto, l'hôpital de l'Hôpital Civic d'Ottawa, l'hôpital de la Général d'Ottawa et la Centre médical de la défense national. La personne choisie aura la responsabilité des programmes de formation de la personne choisie postdoctoral ainsi que du développement des programmes de recherche. La personne choisie agira conjointement avec le directeur de la division de neurologie dans un de nos hôpitaux affiliés. La Université et les hôpitaux affiliés auront l'excellentes ressources qui leur permettent d'offrir des programmes de formation bien structurés. L'Université d'Ottawa offre un salaire de base concurrentiel, ainsi que des avantages sociaux.

1990, this appointment is for a one year period. There is a strong possibility that during that year the position will be re-advertised as a tenure track position. Appointees should hold a Ph.D. and be actively engaged in research in a psychology department or in a psychology laboratory. Teaching Interests should include the areas of (a) statistics, and (b) research design. The position will be at the rank of Assistant Professor. The 1990-91 salary range for this rank is \$34,169 to \$40,169. For more information, application letter, curriculum vitae, and references, please send them to the Department of Psychology, University of New Brunswick, Box 4400, Fredericton, New Brunswick, Canada E3B 6A1. The closing date for receipt of applications is March 20, 1990, in accordance with Canadian Immigration Regulations. Applications from international residents are encouraged. Applications from Canadian residents who apply will also be considered. Applications are encouraged from women.

CITY OF SUDBURY. Nishnaabe
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 of Social Work (Native Human
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 of Social Work (Native Human
). Starting dates for these are Ju-
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 lected to teach in a honours
 aduate degree programme, con-
 cially research, do field work
 on, and work in close collabora-

lively Position subject to budgetary approval. A Ph.D. in Women's Studies or its equivalent is required, and teaching experience and publications in Women's Studies are desirable. The successful candidate will be based within the Faculty of Arts, and will be expected to teach courses and do research in Women's Studies. At present, the University of Manitoba offers both a major and minor in Women's Studies at the undergraduate level. Both women and men are encouraged to apply. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens or permanent residents. Applications (including curriculum vitae and three letters of reference) should be sent by 31 January 1990, to: J.L. Finlay, Women's Studies Program, Faculty of Arts, 310 Fletcher Avenue, Building, University of Manitoba, Winnipeg, Canada R3T 2N2.

THE UNIVERSITY OF WAIKATO, HAMILTON, NEW ZEALAND. The University of Waikato invites applications for a newly

established Chair in the Centre for Women's Studies. The University would also welcome suggestions concerning suitable persons who could be approached. Women's Studies has been taught at the University of Waikato since 1974 and the Centre for Women's Studies was established in 1986. This appointment is an important development for Women's Studies and the University. The Centre for Women's Studies at the University of Waikato has the most comprehensive programme in Women's Studies in New Zealand offering an undergraduate major, a Master's degree and a post-graduate diploma. There are two academic members of the Centre staff who teach the core courses for these programmes of study. The remaining responsibilities are shared by staff members within the Schools of Humanities, Social Sciences and Education. The staff of the Centre also contribute to the supervision of higher degrees offered by this University. The appointee will be expected to provide academic and profes-

sional leadership, exert a strong influence on the future development of appropriate teaching programmes, stimulate research activity in the Centre and maintain links between the University and the community. The appointee will also be expected to have demonstrated an advanced level of scholarship in feminist theory and research, to be an accomplished teacher and to have proven administrative abilities. Accommodation is within the range NZ\$76,000 - NZ\$95,000 per annum. Academic enquiries can be made to the Dean of Social Sciences, Professor O. Beffert, telephone (064) 71 562889; Fax (064) 71 561355. The method of application and further information are available from Appointments (36283), Association of Commonwealth Universities, 36 Gordon Square, London WC1H 0PF; or from the Academic Staff Registrar, University of Waikato, Private Bag 3105, Hamilton, New Zealand; telephone (064)

71 562889; (Fax (064) 71 561355). Electronic mail: rlyse7@waikato.ac.nz. The deadline for applications is January 29, 1990. The application with curriculum vitae, and at least three letters of reference should be sent to: C.L. Glenn, Chairman, Department of Zoology, Brandon University, Brandon, Manitoba R7A 6A9, Telephone: (204) 727-9607. Salary: Negotiable, based on experience and qualifications. The current minimum for an Assistant Professor salary is \$30,334. Brandon University offers equal employment opportunities to qualified male and female applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ZOOLOGY
BRANDON UNIVERSITY, Department of Zoology. Applications are invited for a full-time position in the Department of Zoology. The position will be for a one year term appointment at the Assistant Professor level. Duties will include teaching, supervision of students and a knowledge of genetics. Experience in teaching undergraduate classes is desirable. Duties: We seek an individual who can provide undergraduate instruction in human anatomy and physiology, cellular and system physiology, and in introductory genetics. There is a possibility for re-arrangement in teaching assignments. The successful candidate

will be encouraged to engage in an active research programme. Applications, with curriculum vitae, should be sent to: Dr. C.L. Glenn, Department of Zoology, Brandon University, Brandon, Manitoba R7A 6A9, Telephone: (204) 727-9607. Salary: Negotiable, based on experience and qualifications. The current minimum for an Assistant Professor salary is \$30,334. Brandon University offers equal employment opportunities to qualified male and female applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACCOMMODATION
OXFORD, ENGLAND. Wake to colleges, furnished North Oxford House, centrally heated, Convent: 174-11 Duffield Rd, Oxford, KIM 248; tel: 613 7451368, 748718 or 38 Kingston Rd, Oxford OX2 6RH; tel: 0865 53679, 57840 December 1989, 1990, January - March, July - October. **WANTED TO RENT, Eastern Toronto (Metro), January - June 1991, 3-4 bedrooms, furnished/developed house, nonsmoker, Contact Professor François Vallancourt, Economics, Université de Montréal, Montréal, Québec, H3C 3J7, (514) 343-6557.** Also considering ex-isting for same, Western Montreal, **VISITING TORONTO? Bed and Breakfast in our restored home minutes to the University of Toronto and Downtown. Rates from \$45.00 Ashleigh Heritage Home tel: (416) 535-4000.**

Noticeboard

INTERDISCIPLINARY CONFERENCE ON TIME AND SPACE

Grenfell College (Memorial University of Newfoundland) is sponsoring an interdisciplinary conference on the theme of "Time and Space" in Corner Brook, Newfoundland, on May 13-15, 1990. The conference will bring together scholars from across Canada and the U.S. and across disciplines, ranging from the physical sciences to fine arts. Lectures by three distinguished speakers will highlight the four days of proceedings. The speakers are Dr. Bradford A. Smith, Professor of Geography, University of Victoria, B.C.; Dr. Julius T. Pendergast, Director, the International Society for the Study of Time; and Dr. David Warden, Editor of the *Idler*. Deadline for abstracts is February 15, 1990. Information from Professor Michael Coyne or Dr. Patrick Monaghan, Sir Wilfred Grenfell College (MUN), Corner Brook, Newfoundland, A2H 6P9; Telephone: (709) 637-9200.

INTERNATIONAL CONFERENCE ON LATIN AMERICAN CRISIS: A CHALLENGE TO INTERNATIONAL PROFESSIONALS

Mexico City, Mexico, 14-18 November, 1990. Papers proposed and Roundtable suggestions are solicited for possible inclusion in this three (3) days conference. Outline and one page proposal plus a biographical professional statement indicating areas of professional and geographical competencies should be received at this secretariat by Friday, 30 March 1990. Further details from: Mekki Mlewa, Ph.D., Association for the Advancement of Policy Research and Development in the Third World, P.O. Box 70257, Washington, D.C. 20024-0257; Telephone: 202-727-1010.

TENTH ANNUAL CINCINNATI CONFERENCE ON ROMANCE LANGUAGES AND LITERATURES

University of Cincinnati - May 18, 17, 16, 1990. Call for

Papers: Abstracts and papers may be in any Romance language or English on any aspect of French, Hispanic, Italian, Portuguese, or Provençal literature, the teaching of any Romance language or literature, or literary translation. Please provide three copies of a 300-word abstract along with a 3x5 card listing the title of the abstract, author's name, title of the abstract, and the address and telephone number. Deadline: January 15, 1990. Please send submissions or inquiries to: Dr. Juliette Leclerc-Ribot, Conference Chair, Dept. of Romance Languages & Literatures, University of Cincinnati, Cincinnati, Ohio 45221-0277.

THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS AT QUEEN'S UNIVERSITY

announces the release of their annual collection of articles on current issues affecting Canadian federalism. Canada: The State of the Federation 1989 edited by Ronald L. Watts and Douglas M. Brown, provides ten individual original and timely assessments of a broad range of topics. In addition to two overview papers reviewing the state of the federation and the impact of the federal election, the papers concentrate on detailed reviews of two provinces and their role in the federation (Ontario and Manitoba), and on six current issues (tax reform, language policy, child care, the environment, Senate reform and multilateral trade negotiations). The volume concludes with the annual annotated chronology of events in Canadian federalism and intergovernmental relations. The price is \$16.00 per copy. To order, please contact: The Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario K7L 3N6; (613) 545-2060.

APPEL OR COMMUNICATIONS: Journées d'étude consacrées à la ques-

tion: "Les théories scientifiques ont-elles un sens?" Université de Montréal, Canada, les 11, 12 et 13 octobre 1990. Les communications: Un résumé de 3 pages maximum, dactylographié à l'ordinateur, devra parvenir en quatre exemplaires au secrétariat du colloque avant le 1er janvier 1990. Renseignements et envoi de documents: psychologie, Faculté des sciences sociales, Université de Montréal, Montréal, N.-B., Canada, E3A 3E9; tel: (506) 854-2123.

CANADIAN SOCIETY OF MICROBIOLOGISTS SOCIÉTÉ CANADIENNE DES MICROBIOLOGISTES

Annual Meeting (40th annual) June 4-7, 1990, Calgary, Alberta, Canada. Contact: Dr. E.J. Leishley, Chairman, Local Organizing Committee or Dr. M. Brown, Meetings Secretary, Canadian Society of Microbiologists, 1611 Baseline Road, Ottawa, Ontario, Canada K2C 0G6.

CANADIAN SOCIETY FOR THE STUDY OF HIGHER EDUCATION

Annual Conference - University of Victoria, June 3, 4, and 5, 1990. The theme for the 1990 Conference will be Higher Education and the Public Policy Agenda; associated themes include 'useful in Higher Education' and 'university as a social institution'. Further information from: John O. Denison, Professor of Higher Education, The University of British Columbia, Vancouver, B.C. V6T 1W5; telephone: (604) 228-5252; fax: (604) 228-5252.

CALL FOR PAPERS: Legal Pluralism, Indigenous Peoples and Minority Law

Symposium. The Commission on Folk Law and Legal Pluralism is co-sponsoring an international conference with the University of Ottawa August 15-18, 1990. The primary themes are: (1) Indigenous Self-Determination and Legal Pluralism; (2) Non-Indigenous Ethnic Minority Law; and (3) Legal Pluralism in the Third World After Decolonization. Each theme will include specific panels relating to the particular position and concerns of women. For further information contact Professor Brenda Morse, Faculty of Law, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5; (613) 564-8111 or Dr. Carol LaPlante, Department of Justice, 228 Wellington St., Ottawa, Ont. K1A 0H6; (613) 957-9554.

CMCIECCEM - 1990 CONFERENCE

The Canadian Council for Multicultural and Intercultural Education, Fourth National Conference, Ottawa, Ontario, November 24-26, 1990. The Conference theme is: Multicultural, Intercultural, and Race Relations Education: Taking Ownership. Contact: Andrew J. Krawczyk, Program Chair, Race Relations Consultant, Vancouver School Board, 1505 West 10, Vancouver, B.C., V6T 1C8.

CEMICOMILE - CONGRES 1990

Le Conseil canadien pour l'éducation multiculturelle et interculturelle tiendra son quatrième congrès national à Ottawa, Ontario du 24 au 26 novembre 1990. Le thème "Éducation multiculturelle, interculturelle et raciale: Appropriation". S'adresser à Andrew J. Krawczyk, Program Chair, Race Relations Consultant, Vancouver School Board, 1505 West 10, Vancouver, B.C., V6T 1C8.

tewal, Ont. K1N 6N5, (613) 564-8111 or Dr. Carol LaPlante, Department of Justice, 228 Wellington St., Ottawa, Ont. K1A 0H6, (613) 957-9554.

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Vancouver School Board, 1595 West 10, Vancouver, B.C., V6T 1Z8.

THE UNIVERSITY OF LETHBRIDGE: FIRST CALL FOR PAPERS: Studies in Technological Innovation and Human Resources (Vol. III: Management and Technology-Mediated Communication)

The upcoming Vol. III, Management and Technology-Mediated Communication, will particularly include papers that are international, interdisciplinary, information on subject matter possibilities and submission requirements please contact: Urs E. Gattiker, Technology Assessment Research Unit, School of Management, The University of Lethbridge, Lethbridge, Alberta, Canada, T1K 3M4; FAX: (403) 329-2022; E-MAIL: GATTIKER@UNCAEDU.BITNET.

CENTRE FOR HIGHER EDUCATION RESEARCH AND DEVELOPMENT



CHERD has an established record in the field of management training and development for post-secondary administrators from across Canada. Truly by faculty with a range of disciplinary and applied perspectives, the courses are targeted to those directly concerned with administrative and leadership of institutions of higher learning. The following courses will be offered in 1990:

ACCESS TO HIGHER EDUCATION ADMINISTRATIVE DEVELOPMENT

Kampanell Conference Centre, Barrie, Ontario - July 3 to 14, 1990. A unique Canadian program, AHEAD is designed for women faculty and professional staff in post-secondary institutions who envisage assuming more senior administrative positions during their careers. The program will focus on personal career development through a comprehensive examination of the academic culture. Participants will have the opportunity to explore such topics as career mapping, organizational behaviour, team building, leadership styles, and the challenges of multiple roles.

UNIVERSITY MANAGEMENT COURSE

Dunelmur Lodge, Victoria, British Columbia - May 4 to 12, 1990. The Centre Centre, Barrie, Alberta - June 5 to 12, 1990. In its ninth year, the UMC is designed for associate deans, department chairpersons and directors of administrative units. The first course of its kind offered in North America, the UMC provides a rigorous overview of management issues from a broad institutional perspective. The curriculum examines the principles of university management, financial planning and budget control, human relations, interpersonal negotiating skills, and student development. The course is offered twice in 1990 - at Dunelmur in May and at The Banff Centre in June.

SENIOR UNIVERSITY ADMINISTRATORS COURSE

The Banff Centre, Banff, Alberta - April 29 to May 10, 1990. The tradition of senior level university leadership and management training embodied in SUAC, formerly conducted by the School of Business at the University of Western Ontario, is now an integral part of the Centre's comprehensive educational program. Designed for presidents, vice-presidents, deans and directors of major academic and administrative units, SUAC is designed to broaden and sharpen participant skills in recognizing, meeting and handling management problems across a wide spectrum of circumstances. The curriculum examines such topics as resource allocation and planning; interaction with external constituencies including Boards of Governors, funding agencies, and government ministries; legal and ethical issues of administration; organizational development; student development and labour relations.

MANAGING CHANGE

1990 safe and location to be announced. The future of a leader to understand the dynamics of managing change can contribute to a personal sense of value and have enormous costs for the entire institution. This program offers recently appointed deans, directors, registrars, controllers, and alumni or other Centre programs who have significant policy and/or management responsibility for academic and support units, the opportunity to extend their knowledge and increase their skills in effecting changes within their institutions.

Nominations from institutions and applications from individuals will be accepted. Participation in courses is limited, early application is advised. Detailed information and registration materials are available from: Dr. Sheryl L. Bond, Director, Centre for Higher Education Research and Development, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2, telephone: (204) 474-5300 fax: (204) 261-4604, NetNeth: SBOND@CCMUNIMANITOBA.CA

ISSUE NUMERO

FEBRUARY
FEBRIER

MARCH
MARS

APRIL
AVRIL

MAY
MAI

JUNE
JUIN

CLASSIFIED ANNONCES CLASSES

12 p.m./12h

JANUARY 15
15 JANVIER

FEBRUARY 12
12 FEVRIER

MARCH 14
14 MARS

APRIL 10
10 AVRIL

MAY 14
14 MAI

DISPLAY GRANDES ANNONCES

12 p.m./12h

JANUARY 22
22 JANVIER

FEBRUARY 19
19 FEVRIER

MARCH 22
22 MARS

APRIL 20
20 AVRIL

MAY 22
22 MAI

no cancellations or changes after closing dates

aucune annulation ou changement après la date limite

Advertising Coordinator/Publicité: Liza R. Duhaime

tel: (613) 237-6885; fax: (613) 237-2105

UNIVERSITÉ TRENT. La section d'études françaises du département des langues et littérature modernes de l'Université Trent, à Peterborough, sollicite des candidats pour deux postes d'un an, au rang de professeur(e) adjoint(e), la première pour enseigner au niveau du premier cycle plusieurs cours de français langue seconde et un cours sur le roman du vingtième siècle; et la deuxième, avec possibilité de renouvellement, pour développer et enseigner des cours de langue. Préférences: doctorat en lettres françaises, recherche, publications et aptitudes à l'enseignement. La préférence sera accordée aux candidats ayant déjà enseigné au niveau universitaire des cours de français langue seconde et des cours de littérature française. Date d'entrée en fonction: le 1er juillet 1990. Date limite pour les candidatures: le 31 janvier 1990. Conformément aux exigences de l'immigration canadienne, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université Trent a une politique d'équité en matière d'emploi. Les candidats(e)s sont priés d'envoyer un curriculum vitae, et de faire parvenir directement, avant le 15 février 1990, trois lettres d'appui à: A.E. Franklin, Directeur, Section d'études françaises, Trent University, Peterborough, Ontario K9J 7B8.

Brandon University School of Music invites application for a full-time appointment in Elementary Music Education. Duties: Undergraduate and graduate teaching in elementary/early childhood music and other areas of music education expertise. Supervision of student teaching and of thesis research. Overage continued development of programs in elementary area. Qualifications: Completed doctorate preference. Successful record of elementary-level teaching and evidence of scholarly potential required. Rank and Salary: Assistant Professor, or Lecturer, depending on qualifications. 1989-90: Lecturer, \$24,594; Assistant Professor, \$30,834. Closing Date: 15 February 1990 or until position filled. Appointment: Initially, a term appointment of up to three years. Under the terms of the BUFA Collective Agreement this may become a tenure-track position. Applicants: Both women and men are encouraged to apply. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Lawrence Jones, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents.



Dalhousie University

DEAN OF GRADUATE STUDIES

Applications and nominations are sought for the position of Dean of Graduate Studies from July 1, 1990. Applicants should give full details of research, teaching and administrative experience, including the names of referees.

The Faculty of Graduate Studies at Dalhousie provides programmes leading to 18 graduate degrees in 44 disciplinary and professional fields, and includes approximately 560 full-time equivalent faculty members and over 1200 full-time students. The Dean will provide academic leadership to the Faculty, and is responsible for advising the President on Faculty academic and pedagogical concerns at the graduate level, administration and allocation of scholarship funding, and the planning, coordination, and development of present and new graduate programmes. The appointment is normally for a five year term.

Dalhousie University has an affirmative action policy with respect to the hiring of women.

In accordance with Canadian Immigration requirements this advertisement is addressed to Canadian citizens and landed immigrants.

Applications will be treated with confidence, and should reach the Secretary as soon as possible and no later than January 15, 1990. Address submissions to:

Dr. Duncan MacIntosh
Secretary, Search Committee,
Graduate Studies Dean
c/o Office of the President
Dalhousie University
Halifax, Nova Scotia
Canada, B3H 4H6

Brescia College is seeking candidates for the position of

Chair of the Department of Home Economics

QUALIFICATIONS: PhD or equivalent in a discipline related to the interests of the department. At least one degree in Home Economics or Nutrition.

EXPERIENCE: Experience in academic, professional or government setting. Preference will be given to candidates with some university experience and evidence of a significant record of scholarship and administrative skills.

RESPONSIBILITY: To give academic leadership, manage the department and initiate further development of programs as necessary.

SALARY: According to qualifications and experience.

Interested applicants should submit a curriculum vitae, official transcripts and names and addresses of three referees to:



Sr. Dolores Kuntz
Principal and Dean
Brescia College
1285 Western Road
London, Ontario, N6G 1H2

The appointment will commence on July 1, 1990.

Applications will be accepted until the position is filled.

In accordance with Canadian Employment and Immigration policy, priority will be given to Canadian citizens and permanent residents.

ANTHROPOLOGY

The Department of Anthropology, Trent University, invites applications for a full-time, probationary (tenure-track) position in Cultural Anthropology at the Assistant Professor level, to begin July 1, 1990. Area specialization is open (although there is a preference for areas other than Latin America). Typical specializations should be in one or more of the following: applied, political, medical, symbolic, legal or forensic anthropology. Other specializations may also be entertained. Applicants will be expected to teach core anthropology courses, as well as upper-level specialty courses, and to be actively engaged in research. A completed Ph.D. in Anthropology, with emphasis in Cultural Anthropology, is desired. Applicants should forward a letter of application, current curriculum vitae, and names of at least three referees to: Professor Peter Haas, Chairperson, Department of Anthropology, Trent University, Peterborough, Ontario, K9J 7B8. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an equal opportunity employer.

PHYSICS

The Department of Physics, Trent University, invites applications for a level of tenure-track appointment at the rank of Lecturer/Assistant Professor, commencing 1 July, 1990. Applicants should (1) have a Ph.D. in Physics, (2) be able to teach effectively at the undergraduate level and carry out independent research, and (3) have a strong theoretical background with research interests in surface physics; those who can interface with experimentalists in one of electrodynamics, physics, molecular biophysics or galactic astronomy will also be considered. Salary and rank are dependent upon qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae and the names of three referees to Professor A. Steinhilber, Chair, Department of Physics, Trent University, Peterborough, Ontario K9J 7B8. Deadline for receipt of applications is January 15, 1990. Trent University is an equal opportunity employer.



McGill

Application is invited for a tenure-track appointment in Nineteenth or Twentieth-Century American History, at the Assistant Professor Level, to begin on September 1, 1990. Applicants must hold the Ph.D. and have publications and teaching experience. Please address enquiries and applications, including C.V., and have three letters of recommendation forwarded to:

The Chairman
Department of History
McGill University
855 Sherbrooke St. W.
Montreal, Quebec
H3A 2T7

University Fax Number 514-398-3594.

Applications should be received by December 31, 1989.

In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and permanent residents.

SOCIAL WORK

The Faculty of Social Work, University of Toronto, is embarking upon a search for a Professor of Social Work at the Associate Professor or Full Professor level. Required is a person with high calibre applied research methodology skills, and the capability to provide research consultation and to participate in collaborative research. To be considered, a candidate will have a record of experience as principal investigator of funded, applied research, a strong publication record in peer reviewed journals, and research teaching and consultation experience.

Candidates should possess a teaching background, research experience and publications record sufficient to permit immediate involvement with both doctoral and masters level student supervision and teaching. A doctoral level degree is a prerequisite, however this degree need not be issued from a graduate social work program. The salary is competitive and the position will be effective as early as July 1, 1990.

The Faculty of Social Work is engaged in an exciting process of renewal under the leadership of the new Dean, Dr. Heather Munro-Stum. This position offers the opportunity to play a major role in shaping this rebuilding phase in which the Faculty seeks to contribute to the education of social-practitioners and develop a comprehensive applied research program in collaboration with other faculties and community agencies. Major theme areas of emphasis for these new directions include: Multiculturalism and Native issues, Child Welfare, Health, Gerontology, and Housing.

Applicants should send a complete c.v. and the names of three referees by February 15, 1990, to:

Dr. Heather Munro-Stum
Dean, Faculty of Social Work
University of Toronto
246 Bloor St. W.
Toronto, Ontario M5S 1A1

The University of Toronto supports equal employment opportunity across gender and race. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.



The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available in the following fields: interdisciplinary crop storage research (engineering, entomology, mycology, mathematical modelling, expert systems, meteorology); Plant science; Mathematical modelling of heat and mass transfer in processed foods; rheology of biological materials; separation systems for food process engineering; Engineering aspects of irrigation and drainage and land reclamation; Expert systems/artificial intelligence applied to engineering design; Rheology of frozen soil and low soil-structure interaction; Boundary integral equation methods in geomechanics; Computer algebra applications in solid mechanics; Non-linear poroelasticity; Application of expert systems to water resources; Aerodynamic testing and modelling; Analytical and computational aspect of dynamic elasticity; Computational dynamic fracture of laminated composite plates; Lipid biochemistry of food and oxidation products; Metabolism of lipids in biological systems; Pharmacological chemistry; Pharmacokinetics; Drug metabolism; Steroid chemistry; Pharmaceuticals; Pharmaceutical technology; Thyroid hormone metabolism in fish; All fields of chemistry (physical, theoretical, organic, inorganic, analytical and biochemical); Theoretical condensed matter physics; Low and high Canadian energy subatomic physics; Mass spectroscopy; Condensed matter physics; Optical spectroscopy; Evaporite sedimentology; Geochemistry; Petrography; Child welfare; Mental retardation; Family violence and family therapy.

Normally all positions require a Ph.D. or M.D. and relevant experience. The University encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Closing date for applications is January 31, 1990. Applications, including curriculum vitae, bibliography and names of referees, should be sent to Professor R.A. Johnson, Associate Vice-President (Academic), The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITÉ TRENT. La section d'études françaises du département des langues et littératures modernes de l'Université Trent, à Peterborough, Ontario, sollicite des candidats pour un poste menant à la permanence, au rang de professeur(e) adjoint(e), la première pour enseigner au niveau du premier cycle des cours de langue et de littérature françaises. Exigences: doctorat en lettres françaises, recherche, publications et aptitudes à l'enseignement. La préférence sera accordée aux candidats ayant déjà enseigné au niveau universitaire des cours de français langue seconde et des cours de littérature française, plus précisément, dans le domaine du théâtre. Date d'entrée en fonction: le 1er juillet 1990. Date limite pour les candidatures: le 31 janvier 1990. Conformément aux exigences de l'immigration canadienne, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université Trent a une politique d'équité en matière d'emploi. Les candidats(e)s sont priés d'envoyer un curriculum vitae, quelques lettres de recommandation et de faire parvenir directement, avant le 15 février 1990, trois lettres d'appui à: A.E. Franklin, Directeur, Section d'études françaises, Trent University, Peterborough, Ontario K9J 7B8.

The Department of Pharmacology and Toxicology is actively searching for suitably qualified candidates to fill a senior, tenure-track or tenured position at the Associate Professor or Professor level starting May, 1990. Applicants should possess an M.D. or Ph.D. in pharmacology, physiology, toxicology or closely related discipline and have at least 7 years of experience at the Assistant or Associate Professor level. The successful candidate will head a research group of established basic and clinical researchers in study of the mechanisms involved in ischemia and reperfusion injury of the heart and must be highly qualified in the Cardiovascular Pharmacology area. In addition, this individual will have already developed an active research program in myocardial ischemia/reperfusion and must have existing peer-reviewed research funding. The applicant will also have experience in and be responsible for teaching current concepts of Cardiovascular Pharmacology to Professional (Medical, Dental and Nursing) and Honors Undergraduate and Graduate Students. Deadline for applications: January 2nd, 1990. Rank and salary for this position is commensurate with qualifications and experience and the position is subject to budgetary approval. Applicants should forward a Curriculum Vitae, three letters of reference and a detailed description of proposed research to: Dr. A.R. Hemsley, Chairman, Department of Pharmacology and Toxicology, University of Western Ontario, London, Canada N6A 3G1. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.



McGill

Applications are invited for a tenure-stream appointment (subject to budgetary approval) at Assistant Professor level in the fields of Colonial Latin American/Iberian History to begin on September 1, 1990. Applicants should have a Ph.D. or equivalent, publications, and some teaching experience. Applications, which should include a c.v., and which should be supported by three letters of recommendation, are to reach the

Chairman
Department of History
McGill University
855 Sherbrooke St. W.
Montreal, Quebec
H3A 2T7

Fax number: 514-398-3594

by January 31, 1990.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance.

S HAPING YOUR FUTURE

The People:

The people who work for the Department of National Defence, Collège militaire royal de Saint-Jean, share the possibility of a career in a prestigious bilingual institution which grants degrees in Administration, Science and Arts and boasts a student population of over 600. To ensure that all candidates have every chance on an equal basis, we encourage equitable participation by women, aboriginal peoples, members of visible minority groups and persons with disabilities.

Your Choice:

Principal (\$73,900 - \$86,900)

Responsible for the collegiate and university-level education of students to degree standards for career service in the Canadian Forces and, in general, for serving the College in a capacity similar to that of president or principal of a civilian university. Act as an educator with demonstrated leadership and administrative abilities who will plan and direct the academic program and assume responsibility for the development and implementation of academic policies, teacher and student standards, curriculum content, research programs and for the management and supervision of teaching and research staff.

Your Contribution:

Doctorate degree in an appropriate discipline with national recognition as an educator and scholar; comprehensive knowledge in several disciplines including education, and knowledge of the legislation and policies of Canadian Military Colleges.

Knowledge of English and French is essential.

Send your application by January 26, 1990, quoting reference number 89-MC-EX-767-199, to: **Louise Despatie, Management Category Programs, Public Service Commission of Canada, Ottawa, Ontario K1A 0M7.**

Personal information you provide is protected under the Privacy Act. It will be held in Personal Information Bank PSC/P-PU-040.



F AÇONNEZ VOTRE AVENIR

Les personnes

Les personnes qui oeuvrent au Collège militaire royal de Saint-Jean et relèvent du ministère de la Défense nationale profitent du même avantage : pouvoir se tailler une carrière dans un établissement bilingue prestigieux, qui décerne des diplômes dans les secteurs de l'administration, des arts et des sciences et dont le corps étudiant se chiffre à plus de 600. Afin d'assurer à tous, sur une base égale, les mêmes chances, nous encourageons la participation équitable des femmes, des autochtones, des membres des minorités visibles et des personnes handicapées.

Votre choix

Recteur(trice) (73 900 \$ - 86 900 \$)

Assumer la responsabilité de la formation collégiale et universitaire des étudiants afin qu'ils obtiennent un diplôme leur permettant de faire carrière dans les Forces canadiennes et, de façon générale, remplir au Collège des fonctions semblables à celles d'un recteur d'une université civile. À titre de pédagogue reconnu pour vos qualités de chef et vos aptitudes pour l'administration, vous planifierez et dirigerez le programme scolaire. Vous serez en outre chargé de l'élaboration et de l'application des politiques scolaires, des normes relatives aux enseignants et aux étudiants, de même que des programmes d'enseignement et de recherche. Enfin, vous assurerez la gestion et la supervision du personnel enseignant et de recherche.

Votre apport

Un doctorat dans une discipline appropriée et une réputation, à l'échelle nationale, d'érudit et de pédagogue émérite, ainsi qu'une connaissance approfondie de plusieurs disciplines, notamment, l'éducation. La connaissance des lois et politiques applicables aux collèges militaires royaux.

La connaissance du français et de l'anglais est essentielle.

Acheminez votre demande d'emploi avant le 26 janvier 1990, en indiquant le numéro de référence 89-MC-EX-767-199, à **Louise Despatie, Programmes de la catégorie de la gestion, Commission de la fonction publique du Canada, Ottawa (Ontario) K1A 0M7.**

Les renseignements personnels sont protégés par la Loi sur la protection des renseignements personnels. Ils seront conservés dans le fichier de renseignements personnels CFP/P-PU-040.



Public Service Commission
of Canada

Commission de la fonction
publique du Canada

Canada



un défi à relever

La Faculté des sciences sociales de l'Université d'Ottawa élabore actuellement un programme de maîtrise en Service Social (MSS) en français, dont l'ouverture est prévue pour l'année universitaire 1991-1992.

Le Comité de mise en œuvre du programme est à l'heure actuelle d'universitaires qui évalueront par la suite la création du programme et y enseigner. On exige du doctorat et on accorde la priorité aux personnes ayant une formation en service social.

Veuillez faire parvenir votre curriculum vitae à: Caroline Andrew, Vice-doyenne, Faculté des sciences sociales, Université d'Ottawa, Ottawa (Ontario) K1N 6N5.

Brandon University School of Music enounces a one-year sabbatical replacement position in Woodwinds or Trumpet. Duties: Undergraduate teaching in one or more of flute, saxophone, trumpet, or percussion; plus other assignments from among Band/Orchestra Methods, Woodwind Techniques, Brass Techniques, Percussion Techniques, History of Jazz, Materials of Music. Qualifications: Doctorate preferred, Master's or equivalent required. University-level teaching experience required. Salary: Commensurate with qualifications. 1989-90 floors: Lecturer, \$24,594; Assistant Professor, \$30,934. Closing Date: 15 February 1990 or until position filled. Appointment: 1 September 1990 - 31 August 1991. Applications from women and men are encouraged to apply. Applicants should submit a c.v., 3 letters of reference, and a tape to: Dr. Lawrence Jones, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents.



DIRECTOR, SCHOOL OF BUSINESS

The University of Victoria is establishing a School of Business, offering both undergraduate and graduate qualifications. This School, which will commence offering courses at the undergraduate level in September 1990, will have three strategic areas of development - entrepreneurship and small business, tourism management, and international business, as well as offering general business education.

The University seeks a well qualified individual to lead the development of the program. Applicants would be expected to have a D.B.A. or a Ph.D. in a business discipline. They should have demonstrated sound organizational and administrative skills, and creativity in the introduction of new business programs. The interpersonal and communication skills to develop cooperative relationships with other university departments and effective relationships with industry and government are also most important.

This is a rather exceptional opportunity for an individual with vision, energy and commitment to fulfill the University's objective of developing a unique, first rate School of Business. Applications and nominations are welcome from individuals both in the university and in the private sectors. In the case of applications, they should be accompanied by a curriculum vitae and the names of three referees. They should be directed to:

Dr. L.D. Costa, Dean of Social Sciences
Chairman, Selection Committee,
University of Victoria
P.O. Box 1700, Victoria, B.C. V8W 2Y2
Fax no. (604) 721-8653

The deadline for applications is December 31, 1989, or until the position is filled.

The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Canadian immigration regulations presently require prior assessment of applications from citizens or permanent residents of Canada.

PHILOSOPHY

QUEEN'S UNIVERSITY, Kingston, Ontario, Assistant Professor, One tenure-track position (with the possibility of additional positions subject to funding decisions) beginning July/August 1990. While the competition is open, applications are specially invited from candidates with qualifications and interests in the following broadly defined areas: Moral, Social and Political Philosophy; Logic; Philosophy of Language and Philosophy of Science; Greek Philosophy; and Contemporary Continental Philosophy. Ph.D. prior to appointment preferred. Queen's University is willing to help the spouse of a new appointee to seek suitable employment. Candidates of either sex are equally encouraged to apply. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send complete dossier to: Professor A.M. MacLeod, Head, Department of Philosophy, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Deadline for applications: January 15, 1990.

QUEEN'S UNIVERSITY AT KINGSTON

HEADSHIP OF PSYCHIATRY

Applications or nominations are invited for the position of Professor and Head of PSYCHIATRY. The qualified applicants shall hold Royal College certification in psychiatry or equivalent, a relevant background in teaching and research, and be eligible for licensure in Ontario. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply. Nominations and applications, together with a Curriculum Vitae, should be directed to:

D.G. Sinclair
Vice-Principal Health Sciences
and Dean, Faculty of Medicine
Queen's University
Kingston, Ontario K7L 3N6

CLOSING DATE: 15 JANUARY 1990



University
of
Lethbridge

MANAGEMENT POSITIONS:

Accounting - 3 positions
Business Strategy, Finance, Marketing

Qualifications: Only a candidate with, or who is near completion of a Ph.D., is eligible for a tenure track faculty position. A candidate with an MBA, or other relevant credential, is eligible for a lecturer or an academic assistant position at a rank commensurate with experience. A successful lecturer may later become eligible for financial support if she/he chooses to complete a doctorate.

The Faculty: Accepts 250 students into third year of a four-year undergraduate degree program.

The City: Lethbridge is Alberta's third largest city. It is located 120 miles south of Calgary close to recreational areas in the Montana, Alberta and British Columbia Rockies.

Please direct inquiries to: Dr. George Lerner, Dean, Faculty of Management, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada T1K 3M4. Telephone: (403) 329-2633 Fax: (403) 329-2038

An equal opportunity employer.



UNIVERSITY OF NEW BRUNSWICK

DIRECTOR

Centre for International Marketing and Entrepreneurship

UNB's Centre for International Marketing and Entrepreneurship is one of a small number of such centres of excellence established in Canada with the support of federal and provincial funds. As an integral part of the Faculty of Administration, its mandate is to foster research, teaching, and provide outreach services to the business community to enhance Canada's competitiveness in a global economy and to stimulate entrepreneurship.

Nominations and applications are invited for the position of Director of the Centre.

Responsibilities: Reporting to the Dean of the Faculty of Administration, the Director shall provide leadership in fulfilling the Centre's mandate. This will involve a mix of administrative, research, teaching and development activities. Appointment term is up to five years, commencing July 1, 1990 or as soon thereafter as possible, renewable, at rank of Associate or Full Professor, tenurable in the Faculty of Administration.

Qualifications: The ideal candidate will have a Ph.D. or equivalent in international business or a cognate field, a strong record of research and obtaining external research funding; teaching in B.B.A., M.B.A. and executive development programs; managerial experience in private or public sector activities related to international business and entrepreneurship. Fluency in two or more languages would be an asset. Salary competitive.

The University of New Brunswick is committed to the principle of employment equity. Deadlines for applications: December 29, 1989, or until position filled. Send applications with current curriculum vitae and three names for references to: Dr. R. G. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Telephone: (506) 453-4869; Fax: (506) 453-3561.



UNIVERSITY OF
WINDSOR

Faculty of Business Administration

Full-time, (tenure-track or limited term) and seasonal positions available in the following fields: (a) accounting, (b) finance, (c) management sciences, (d) marketing, Ph.D. or M.B.A. required for tenure track positions. MBA acceptable for limited term appointments. Relevant business, teaching and research experience desirable. Positions involve research and teaching in dynamic undergraduate and MBA programs. Salary and rank depend on qualifications and are commensurate. The University is committed to equity in employment. Female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with Assistant Professors whenever possible. Each applicant should send curriculum vitae and the names of three referees to: Dr. Norm Solomon, Acting Dean, Faculty of Business Administration, FAX (519) 873-7073.

School of Graphic Art

Applications are invited for a tenure track position in the B.F.A. Acting Program to teach color, interpretive and design. A background in Shaker printmaking is desirable. Applicants must hold an M.A. or M.F.A. The University is committed to equity in employment and female candidates are especially encouraged to apply. Applications, including a complete curriculum vitae and the names of three referees, should be sent no later than February 15, 1990 to: Dr. Sue Martin, Director, School of Graphic Art, FAX (519) 873-7050.

Faculty of Human Kinetics

Movement Sciences Applications are invited for a tenure track position at the level of Assistant Professor. The successful candidate will be required to teach in one or more of the following: Biostatistics and Research Design, Exercise Physiology, Biomechanics, Motor Learning. Applicants should have a Ph.D., teaching experience and a definite research plan with current direction and focus areas with potential for external funding. The position is available starting July 1, 1990. The salary will be competitive depending on qualifications. The Department is committed to appointing a female to this tenure track position. If a suitable candidate is not found, all applicants will be considered for a one-year, limited term appointment. The

consideration of applications begins on February 1, 1990. Interested applicants should send their curriculum vitae and the names of three referees to: Dr. G. Wayne Martin, Head, Department of Kinesiology.

Department of Political Science

Applications are invited for a tenure track position at the Assistant or Associate level in the areas of Statistics and Research Methods. In addition to teaching in the areas of Statistics and Research Methods, the appointee will be expected to teach courses in one of the following areas: Canadian Politics and Government, Political Behaviour, Public Administration, Public Policy, Comparative Politics or International Relations. Preference will be given to applicants who show research interest in Statistics and Methodology as well as teaching competence in both areas. Minimum requirement is a completed Ph.D. All responsibilities commence July 1, 1990. The University of Windsor offers equal employment opportunities to qualified female and male candidates. Women are particularly encouraged to apply. The closing date for applications is February 20, 1990 or until a suitable applicant is appointed. Interested applicants should send their curriculum vitae and the names of three academic referees to: Robert Krause, Acting Head, Department of Political Science, FAX (519) 873-7050.

Department of Psychology

The Department has two tenure track positions available in its APA and CPA-approved Clinical Psychology program beginning July 1, 1990. All applicants must have a Ph.D. in Clinical Psychology, have a strong research record, and be eligible for registration in Ontario. One position is for a CHILD CLINICAL PSYCHOLOGIST. A specialization in pediatric psychology is preferred, but other specialties will be considered. The second position is for a CLINICAL PSYCHOLOGIST specializing in adult: the ability to teach and supervise psychotherapy is required for this position. The University is committed to equity in employment; female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with Assistant Professors whenever possible. Each applicant should send a curriculum vitae and the names of three referees no later than February 1, 1990, to: Dr. Robert Orr, Head, Department of Psychology.

In accordance with Canadian Immigration requirements, these advertisements are directed, in the first instance, to Canadian citizens and permanent residents.

School of Business Administration Acadia University Wolfville, Nova Scotia

Due to expansion and faculty replacement, we have three tenure-track positions and one term position available:

1. Finance

You should have your doctorate in finance, although if you are ABD but otherwise a good candidate, we still want to talk to you.

In the finance area, we offer six courses at the introductory and advanced levels, and you will be part of a team involved in teaching these finance courses. You will have the opportunity to develop new courses, particularly in the Enterprise Development area.

2. Personnel

You must have business experience in the personnel field, and academic qualifications in personnel or a related field. This is not a starting position, so a PhD (or other suitable terminal degree) plus significant teaching experience plus practical experience is essential.

You will be the only person teaching personnel, although you will be working with colleagues in related fields. You will have the opportunity to develop new personnel courses, particularly in the Enterprise Development area.

3. Marketing

You must have your doctorate in marketing. An ideal specialization would be marketing in different cultures. This is not a starting position. You will be part of a well-established, active marketing group.

4. Term Position in Organizational Behaviour

This could be a three-year appointment. You should be experienced in teaching and applying any part of the OB area. You will be part of a well-established group.

If your interest is one of the above specialties applied to entrepreneurship, small business, family business, or other areas of Enterprise Development, we really want to meet you. You will be particularly interested in the School's new Centre for Small Business and Entrepreneurship.

Acadia has 3500 students; the School, at 500, is the largest teaching unit. We are situated in the Annapolis Valley, one of the most beautiful spots in Canada. We offer a four-year BBA programme within the context of the liberal arts environment of Acadia University. The programme stresses competency in the core areas of business administration, understanding of the social environment, and proficiency in communication. We emphasize quality in teaching and the development of supportive student-faculty relationships. As well, competency in research is valued and supported.

Acadia's theme is "A place to grow." Perhaps we are the place where you can grow. Write to:



Dr. Fraser Dunford, P. Eng.
Director
School of Business Administration
Acadia University
Wolfville, Nova Scotia
C0P 1X0

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Acadia University is an Equal Opportunity Employer.



The University of Manitoba School of Art

NEW OPPORTUNITY IN ART HISTORY

The Winnipeg Art Gallery and the School of Art, University of Manitoba (invite applications for a joint three-year appointment (half-time Gallery/half-time University) as Academic Curator and Assistant/Associate Professor in Art History beginning in 1990 (negotiable).

The successful candidate will be responsible for teaching nine hours (three half courses per year) at the School of Art; and, researching and interpreting the Gallery Collection(s) including the formulation and delivery of exhibition(s), to be determined.

Academic credentials will include: Ph.D. (or Ph.D. candidate, or extensive post-graduate research and study); proven writing skills; teaching and/or curatorial experience. Applicants should have expertise in one or more of: Modern Art; Canadian Art; Contemporary Art; Critical Theory.

Both women and men are encouraged to apply. In accordance with Canada Immigration, priority will be given to Canadian citizens or permanent residents.

Applications, accompanied by a detailed curriculum vitae, published articles or chapters from a dissertation, and the names of three referees, should be forwarded before January 31, 1990 to: JOINT SEARCH COMMITTEE, c/o PROFESSOR R.C. SAKOWSKI, INTERIM DIRECTOR, SCHOOL OF ART, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.



UNIVERSITY OF WATERLOO CHAIR

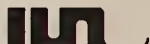
Department of Economics

Applications are invited for the position of Chair of Economics at the University of Waterloo. The Candidate must be an academic leader with a strong research record and with demonstrated managerial skills. The term in the chair is normally three years renewable for a further three years.

In accordance with Canadian Immigration requirements this ad is directed to Canadian Citizens and Permanent Residents. The University is an Employment Equity Employer and particularly encourages applications from women. An appointment commencing September 1, 1990 is preferred. Applications will be considered to December 31, 1989.

A letter, detailed C.V. and names of three references should be sent to Dr. Robin K. Banks, Dean of the Faculty of Arts, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. FAX 519-884-8995.

Bringing the University to you



DIRECTOR AND SENIOR UNIVERSITY OFFICER INTER-UNIVERSITIES NORTH

Inter-Universities North (IUN) the successful, long-standing consortium of the three universities in Manitoba (Brandon University, The University of Winnipeg and The University of Manitoba) is seeking a person to fill the position of Director and Senior University Officer. IUN provides university courses to northern Manitoba communities both live and by means of distance education techniques. It is also currently undertaking the development of a program to offer full First Year by Distance Education (FYDE) at four rural and northern centres in the Province starting in the Fall of 1990.

The successful candidate will be responsible for the day-to-day operation of IUN and FYDE, and for advising the Committee of Presidents of Universities in Manitoba on the various aspects of their operations and planning. The incumbent is expected to reside in Thompson, Manitoba, the site of the IUN offices.

A Master's degree is required, a doctorate is preferred; administrative experience at a university, and familiarity with and/or understanding of conditions in remote or isolated communities are highly desirable; knowledge and experience in distance education would be advantageous. It is anticipated that the initial appointment will be for three years, renewable upon satisfactory review. The appointment will begin July 1, 1990 or as soon as possible thereafter. Salary is negotiable depending upon qualifications, experience and arrangements regarding a full- or part-time appointment.

Both women and men are encouraged to apply. In accordance with Employment and Immigration Canada, priority will be given to Canadian Citizens and Permanent Residents.

Applications complete with résumé and the names of three persons from whom the applicant has arranged letters to be sent to the undersigned, and no nominations will be received until January 15, 1990 by: DR. MICHEL PIERRE JANISSE, CHAIR, IUN-PROGRAM ADVISORY COMMITTEE, c/o CONTINUING EDUCATION DIVISION, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.



SIMON FRASER UNIVERSITY

BIOCHEMIST

Protein Structure/Function & Enzymology Rank Open

The Institute of Molecular Biology and Biochemistry at Simon Fraser University is expected to occupy a new \$26.6 million research/teaching facility in mid 1992. As a major participant in this initiative, the Department of Chemistry is seeking applications from outstanding scientists at all ranks for a tenure track position (rank open). The successful candidate will be expected to establish a productive research program in an area of protein structure and function or enzymology. Applications should include a curriculum vitae, an outline of current research interests and reprints of recent publications. Applicants should also arrange to have letters of support, from at least three referees to be sent directly to

Prof. A.C. Oehlschlager
Department of Chemistry/Biochemistry
Simon Fraser University
Burnaby, British Columbia
Canada, V5A 1S6

The closing date for this competition is April 30, 1990. In accordance with Canadian Immigration practice, priority will be given to Canadian citizens and Landed Immigrants.

Simon Fraser University offers equal employment opportunities to qualified applicants.



SIMON FRASER UNIVERSITY CHAIR OF THE DEPARTMENT OF BIOLOGICAL SCIENCES

Applications and nominations are sought for the position of Chair of the Department of Biological Sciences at Simon Fraser University. The Department has 35 faculty members whose teaching and research interests cover all the modern areas of Biological Sciences. There is a graduate enrolment of some 160 students, and external research grant support in 1988/89 was \$2.4 million.

A Departmental Chair appointment is for up to five years and is renewable; the salary is negotiable. The appointment would normally carry tenure. Candidates should have an excellent record in research and a demonstrated ability as an academic leader.

Applications or nominations should be forwarded, by January 15, 1990, to the Dean of Science, Simon Fraser University, Burnaby, B.C. V5A 1S6.

This advertisement is directed to people who are eligible for employment in Canada at the time of application. S.F.U. offers equal employment opportunities to qualified applicants.

UNIVERSITY of GUELPH

CHAIR

Family Studies — Human Nutrition

The Department of Family Studies, which draws on both the biological and social sciences in its studies of human development and nutrition over the life span, seeks a well qualified and accomplished scholar to serve as department chair/person over a five-year term.

Candidates should have a PhD in a relevant discipline and satisfy department requirements for appointment with tenure at the rank of full or associate professor. Candidates are expected, also, to have a capacity for effective academic leadership, a strong research record, and experience which will support the department's planned expansion of its doctoral program. Further information is available from the undersigned.

Send letters of enquiry, or applications (deadline February 10) with curriculum vitae and names of three referees to:

Dr. Richard M. Garham, Dean,
College of Family & Consumer Studies
The University of Guelph
Guelph, Ontario
Canada N1G 2W1
(519) 824-4120, ext. 2400
FAX: 519-837-1521

THE UNIVERSITY OF GUELPH IS COMMITTED TO EMPLOYMENT EQUITY
Position is subject to budgetary approval.



DALHOUSIE UNIVERSITY DIRECTOR OF PROGRAM FOR INDIGENOUS BLACKS AND MICMACS AT DALHOUSIE LAW SCHOOL

Applications are invited from qualified candidates for an academic tenure track appointment commencing July 1, 1990, for the post of Director of the Program for Indigenous Blacks and Micmacs in the Law School. To ensure a rapid start up of the Program, Professor A. Wayne Mackay has agreed to accept the post of Interim Director for a period not exceeding twelve months.

The aims of this Program, made possible by a generous grant from the Nova Scotia Law Foundation, are to increase the access to the Law School for Micmacs and Indigenous Nova Scotia Blacks, to provide support services to assist them toward admission to the Law School and completion of the LL.B. degree, and to increase awareness in the Law School of issues that arise in a multi-racial society.

The successful candidate will be drawn from the Black, First Nation, Métis or Inuit Communities. In addition to academic and administrative responsibilities for the Program, the successful candidate will be responsible for teaching some courses offered in the Law School.

Individuals wishing to discuss this post further may phone Professor Alastair Bisset-Johnson, Chair, Appointments Committee, at (902) 424-1022, or Dean Inis Christie at (902) 424-2114.

Dalhousie University is an affirmative action employer under the Federal Employment Equity Act and the Nova Scotia Human Rights Act. In accordance with Canadian immigration requirements, this advertisement is directed in the first place to Canadian citizens and permanent residents.

A written package describing the Program for Indigenous Blacks and Micmacs and a job description is available from the address below. Applications containing a resume and the names of three referees should be received by January 2, 1990.

The Dean
Faculty of Law
Dalhousie University
Halifax, NS
B3H 4H9
FAX (902) 424-1316

The University reserves the right to accept applications after the closing date.



La fine pointe technique de l'industrie du bâtiment

Contribuer au développement technique porte satisfaction; cette société de recherche et de consultation à but non-lucratif réalise ce rêve à tous les jours. Affiliée à une université, cette entreprise est dédiée à la découverte et au développement de nouvelles méthodes et techniques de construction. Orientez les talents considérables de votre équipe à titre de...

Directeur/Directrice des opérations

La société développe les bases techniques de l'industrie de la construction particulièrement dans les secteurs de la conservation de l'énergie, l'autogestion technique d'édifice et le design afférant par ordinateur. Avec votre perspective des affaires, vous gerez des projets à la fine pointe de la technologie nouvelle et vous veillez à l'application de nouveaux développements dans l'industrie.

-Vous possédez une expérience poussée de recherche et de gestion de projets acquise probablement au sein d'une société de consultation en ingénierie ou dans une compagnie industrielle. Vous êtes bilingue et à l'aise avec la technologie des ordinateurs appliquée à la recherche, ainsi que les défis du travail dans le contexte de recherche en collaboration avec le gouvernement, l'académique et le secteur privé. Project 9101.

LA SOCIÉTÉ CALDWELL INTERNATIONALE

Calgary 265-8780 Dixieville 329-391 London 834-7966 Montréal 935-6969 Ottawa 238-3256 Toronto 920-7702 Vancouver 669-3550 Zurich 214-2750



Hong Kong Polytechnic

Director: Prof. John L. Clark
HEAD, DEPARTMENT OF DIAGNOSTIC SCIENCES
with the possible title of
PROFESSOR

The Hong Kong Polytechnic was established in 1972. With a student population in excess of 25,000 and a full-time academic staff establishment of close to 1,000, it is the largest of the higher education institutions in Hong Kong, offers a wide range of advanced courses and pursues research up to doctorate level.

The Department of Diagnostic Sciences has teaching responsibilities in the fields of Diagnostic Radiography and Optometry. It offers full-time Professional Diploma courses as well as part-time evening Higher Certificate courses in both areas. Plans are in hand to introduce a B.Sc. (Hons.) degree course in Optometry in 1990/91. The Department maintains close collaboration with local health care agencies in the provision of clinical training for its students. It also operates an Optometry Clinic on campus to provide vision care services to staff and the public and to enrich the practical experience of the students. The academic staff establishment of the Department is 29.

Candidates should have appropriate academic and/or professional qualifications in either Radiography or Optometry, preferably with appropriate understanding of the other subject, together with successful and relevant experience in tertiary education, research and consultancy. The successful candidate will also be required to demonstrate the personal qualities necessary to lead the Department in its diverse functions.

Professorial Title

Consideration will be given to the award of the title of Professor to a suitably qualified appointee. The Polytechnic would normally expect to confer the title on an appointee currently holding full professorial status at a recognized institution of higher education.

Salaries and Conditions of Service

The salary is within a range and not less than HK\$496,800 p.a. + 25% gratuity (CAN\$1 — HK\$ 6.71 as at 14.11.89).

Initial appointments at this level are normally made on fixed term contracts of four years at the end of which a gratuity equal to 25% of salary earned over the whole contract period is payable. Subject to mutual agreement, a further appointment may be offered at the end of the initial contract period, either on the basis of a further gratuity bearing fixed term contract or on superannuable terms. Other benefits include subsidised housing, leave, passages, medical and dental benefits, and children's education allowance.

Applications

Applications including curriculum vitae and names of three referees should be sent to the General Secretary, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before December 31, 1989. (Fax: 852-3-7643374). Further information available from same office.



MEMORIAL UNIVERSITY OF NEWFOUNDLAND
St. John's, Newfoundland, Canada

HEAD
Department of Chemistry

Applications and nominations are invited for the position of head, Department of Chemistry, Memorial University of Newfoundland, commencing September 1, 1990. The Department has 31 full time faculty members and offers programmes of study leading to the degrees of master of science (M.Sc.) and doctor of philosophy (Ph.D.) with specializations in analytical, inorganic, organic, physical, and theoretical chemistry. A full range of major instrumentation including multinuclear superconducting NMR, GC/MS, ESR, FTIR, and laser Raman is supported. Computer facilities include a dedicated Apollo 10000 personal supercomputer and unrestricted access to the University Computer Centre (DEC VAX 8800, a three VAX-11/785/VMS 4.1 cluster, and VAX-11/780/UNIX). Excellent technical support including fully equipped glassblowing, machine and electronics shops are available. The Department currently accommodates approximately 1700 undergraduate and 30 graduate students.

We are seeking an applicant who will maintain a vigorous research programme and demonstrate strong leadership. The appointment will normally be made at the full professor level with a salary commensurate to the post.

Applicants should send a curriculum vitae, representative reprints, and the names of three referees to:

Dr. C.R. Jablonski
Chairman, Chemistry Headship Search Committee
Chemistry and Physics Building, C-2001
Memorial University of Newfoundland
St. John's, Newfoundland, Canada, A1B 3X7
Bitnet: jablonsk@mun
Telephone: (709) 737-8089
Fax: (709) 737-4623

Memorial University encourages qualified men and women to apply for this position. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Closing date for applications is Feb. 15, 1990.

The University of Calgary Academic Positions



The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

Department of Curriculum and Instruction

ASSISTANT or ASSOCIATE PROFESSOR IN MATHEMATICS EDUCATION with special reference to elementary schools (tenure-track) effective July 1, 1990. Responsibilities include teaching undergraduate and graduate courses, supervising student teachers and graduate students, and conducting research in mathematics education. Preference is given to candidates holding a completed doctorate, specialization in mathematics education with particular reference to teaching in elementary schools, interest and capability in general curriculum studies, classroom teaching experience, and experience at collaborative work with school practitioners.

Applicants should send a complete curriculum vitae and arrange to have three letters of reference sent by December 31, 1989 to: Dr. O.A. Roberts, Head, Department of Curriculum and Instruction.

Department of History

ASSISTANT PROFESSOR IN SOUTH ASIAN OR AFRICAN HISTORY (tenure-track) effective July 1, 1990. PhD required; teaching experience preferred. Candidates should be firmly committed to teaching, research and publication.

ASSISTANT PROFESSOR IN 20TH CENTURY CANADIAN POLITICAL HISTORY

(history of political parties and institutions; growth and development of the bureaucracy; political commentators and/or the development of the media; policy development, etc.). This is a four-year full-time limited term appointment effective July 1, 1990. PhD and some teaching experience preferred. Candidates should be firmly committed to teaching, research, and publication.

Application, including a curriculum vitae and three letters of reference should be sent by January 2, 1990 to: Dr. C.I. Archer, Head, Department of History.

Faculty of Nursing

ASSISTANT or ASSOCIATE PROFESSOR (tenure-track) effective July 1, 1990. Nurses with a background in adult health and illness and with completed doctorate are preferred. Applicants should also have recent or current clinical experience in this field.

Application, including a curriculum vitae and the names of three referees should be sent by January 15, 1990 to: Acting Dean, Faculty of Nursing.

Salary and rank are commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

Faculty of Environmental Design

ASSISTANT or ASSOCIATE PROFESSOR IN THE URBAN AND REGIONAL PLANNING PROGRAM (tenure-track) effective July 1, 1990 or earlier. Responsibilities include full participation in the Program's core teaching program. Qualifications include broad, interdisciplinary skills and knowledge of planning theory, analytical and computer methods and planning practice; an advanced degree (preferably a PhD) either in Planning or one of the professional disciplines associated with planning. Membership or eligibility for membership in the Canadian Institute of Planners is required.

Application, including a curriculum vitae and the names and addresses of three referees, should be sent by January 31, 1990 to: Dr. W. Jamieson, Director, Urban and Regional Planning Program, Faculty of Environmental Design.

Department of Art

ASSISTANT PROFESSOR IN ART EDUCATION (tenure-track) effective July 1 or September 1, 1990. Responsibilities may include undergraduate teaching in the field of Early Childhood Art Education, Elementary Art Education and both Junior and Senior High School Art Education. Minimum qualifications include a Master's degree and a record of at least two years of successful teaching experience at the elementary or secondary school level. Knowledge of and experience with current curriculum theory and practice in the Province of Alberta as well as a PhD in the field would be definite assets.

Application, including a curriculum vitae and the names and addresses of three referees, should be sent by February 28, 1990 to: Head, Department of Art.

Department of Physics and Astronomy

ASSOCIATE PROFESSOR (tenure-track) effective July 1, 1990. Requirements include a PhD, a strong research record in radio astronomy and demonstrated competence in undergraduate teaching. Applicants should have a demonstrated record in obtaining telescope time on large national and international radio observatories and be able to attract external funding for their research on these or related topics.

Application, including a curriculum vitae and the names of three referees should be sent by February 15, 1990 to: Dr. C.J. Bland, Head, Department of Physics and Astronomy.

DEAN — FACULTY OF ARTS

The University of Windsor invites applications for the position of Dean of the Faculty of Arts. This appointment, effective July 1, 1990, is for the period of five years.

The Faculty of Arts is comprised of 91 full-time professors and approximately 1450 full-time students. It consists of five departments, including Classical and Modern Languages, Literatures and Civilizations, English, French, Philosophy, and Religious Studies, and three professional Schools, Dramatic Art, Music, and Visual Arts. The Faculty of Arts offers both undergraduate and graduate programs.

Candidates should hold a terminal degree in one of the disciplines represented in the Faculty, have a demonstrated record in publishing and/or creative activity, have a successful record of administrative experience and be committed to effective teaching.

The University is committed to equity in employment and female candidates are especially encouraged to apply. In accordance with the requirements of Immigration Canada, this notice is directed to Canadian citizens and permanent residents.

Applications and nominations, including a complete curriculum vitae and the names of three referees, should be sent no later than January 15, 1990 to:

Dr. E. Gregory Butler, Chair
Decanal Search Committee
Faculty of Arts
University of Windsor
Windsor, Ontario
N9B 3P4
FAX (519) 973-7050
Telephone: (519) 253-4232 Ext. 2781

**Memorial**

University of Newfoundland

PRINCIPAL OF
SIR WILFRED GRENFELL COLLEGE
CORNER BROOK, NEWFOUNDLAND

Applications and nominations are invited for the position of principal of Sir Wilfred Grenfell College, in Corner Brook, Newfoundland, effective July 1 or September 1, 1990. The appointment will be for an initial period of five years.

The college offers a full range of first and second year university courses in arts, science and education, and offers a four-year Bachelor of Fine Arts degree in both theatre and visual arts. It has an enrolment of 850 full-time and 150 part-time students, and has a faculty of sixty members.

The principal reports to the vice-president (academic) of Memorial University of Newfoundland, and is an *ex officio* member of the University Senate.

Closing date for the receipt of applications, which should be accompanied by *curriculum vitae* and the names of at least three persons to whom reference may be made, is December 31, 1989.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications and nominations should be sent to:

Dr. Iain Bruce
Chairman, Search Committee for Principal
c/o Department of History,
Memorial University of Newfoundland,
St. John's, NF
A1C 5S7

**Saint Mary's University**

Chairperson
Department of Psychology

Nominations and applications are invited for the position of Chairperson of the Department of Psychology. The Department has a full time equivalent complement of sixteen faculty members and a student registration of approximately 2,000 in B.Sc. Honours, majors and general programs. The Department offers the M.Sc. degree in Applied Psychology with concentrations in industrial, organizational and clinical psychology and is an active participant in the Joint Clinical Psychology Ph.D. program with Dalhousie, Mount St. Vincent and Acadia Universities.

The appointment of Chairperson will be at a senior level, effective September, 1990. Applicants should have a proven record of leadership and achievement in education and scholarly activity in a relevant area of Psychology. Applications should include a full curriculum vitae and three references and should be sent before January 15, 1990, to:

Dr. W.E. Jones
Dean of Science
Saint Mary's University
Halifax, Nova Scotia B3H 3C3
(902) 420-5493

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**DEAN — FACULTY OF LAW**

The University of Windsor invites applications for the position of Dean of Law.

The Faculty offers the LL.B. degree, a combined LL.B/J.D. with the University of Detroit Law School, and a joint LL.B/M.B.A. program with the Faculty of Business. Student enrolment is approximately 400. The full-time faculty complement is 22.

Two journals are produced by the Faculty: The Windsor Yearbook of Access to Justice and The Windsor Review of Legal and Social Issues. The Faculty has diverse research interests and two themes are issues of access to justice and Canada-U.S. relations. The Faculty also has several community and clinical programs.

Candidates should have achieved distinction in legal scholarship. The Dean is the chief academic and administrative officer of the School.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment and female candidates are especially encouraged to apply.

The appointment will be for an initial term of five years commencing July 1, 1990. The current Dean is not a candidate. Applications, along with the names of three referees, and nominations should be forwarded to:

Professor W.A. Bogert, Chair
Decanal Search Committee
Faculty of Law
University of Windsor
Windsor, Ontario
Canada N9B 3P4
FAX (519) 973-7064



The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available in the following fields in the Faculty of Medicine: Cellular and molecular neurobiology; Teratological mechanisms: cellular and molecular aspects; Cerebrovascular smooth muscle pharmacology; Molecular genetics of X-linked diseases; Human breast cancer; resistance to hormonal therapies; growth factor and hormone action; Neurochemistry of complex lipids of the CNS in relation to neurotransmitters/Alzheimer's disease/multiple sclerosis; Chromatin structure/gene expression; Neuropharmacology; Pharmacology of receptors; Gene regulation; Phospholipid metabolism in the mammalian heart; Pathogenesis of heart failure; Dietary vitamin and cardiac dysfunction; Ether lipids and cancer; Immunology; Neuroimmunology; Molecular Genetics; Cytogenetics of mammalian and human cells; Cancer biology; Immunopathology; Allergy; Protein chemistry; Recombinant DNA technology; Immunogenetics; Allergens; Monoclonal antibody production; Flow cytometry; Organic chemistry of natural macromolecules; Chemistry of biopolymers; Regulation of the immune response; Structure-function relationships of Fe receptors for IgE; Epitopes of common allergens; T and B cell clones; Immunomodulators; Immunological tolerance; Tolerogenic conjugates; Antigen-polymer conjugates; Idiopathic networks; Growth factors and enzyme function in hypertension and nephropathy; Pulmonary biochemistry; Clinical immunology; Immunoglobulin E; High performance liquid chromatography; Enzyme-linked immunoassay; Airway responsiveness; Perinatal physiology; Development of pattern recognition system for electroencephalograms; Hormonal regulation of gene expression.

Normally all positions require a Ph.D. or M.D. and relevant experience. The University encourages both women and men to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is January 31, 1990. Applications, including curriculum vitae, bibliography and names of referees, should be sent to Professor R.A. Johnson, Associate Vice-President (Academic), The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

WANTED**ACADEMICS, TEACHERS, STUDENTS**

Your colleagues worldwide are too often the victims of human rights violations. Amnesty International provides help to some prisoners by appealing to the relevant government for their release, for protection against torture and for fair trials. The appeals come from ordinary people everywhere who seek to ensure that fundamental human rights are not abused. The Urgent Action Network exists to respond to emergency situations: Imminent execution, torture, disappearance, critical ill-health. If you can help, your minimum commitment is to respond to one appeal per month. This involves an average of three letters with three copies, \$4.18 in postage and half an hour of your time.

- () Please send more information on the Urgent Action Network
- () Please send more information on Amnesty International
- or
- () I want to join today. Here is my \$30 membership (\$15 for students)
- () I will write _____ appeal(s) for _____ (specify academics, teacher, student, other)

NAME _____

ADDRESS _____

Send To: Amnesty International
Urgent Action Network
322-1/2 Bloor St. W.
Toronto, Ontario
M5S 1W5
(Tel: 416 929-0488)

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TO GROW**

Unicef Canada
1-800-268-6364



Toronto, Canada

Dean, Faculty of Education

Applications and nominations are invited for the position of Dean of the Faculty of Education.

York's Faculty of Education is committed to intellectual and professional excellence and to community service. It is a dynamic and a growing Faculty, which enjoys positive relations with school boards and its professional constituencies, as well as with other academic disciplines at the University.

The Faculty offers two programs leading to the pre-service B.Ed. degree — the three- or four-year concurrent program for students simultaneously enrolled in other undergraduate Faculties, and the one-year consecutive program for prospective teachers who have already graduated in another discipline. The concurrent program has an enrolment of approximately 800 students each year, and the consecutive program (now in its second year) of 435 at six off-campus locations. The Faculty also offers graduate programs with an enrolment of 100 and in-service education for 13,000 teachers annually. It is also the home of the Centre for the Study of Computers in Education.

The academic staff of the Faculty comprises 30 full-time members, also professors cross-appointed from other York Faculties, and professionals seconded from the local school boards of education.

The successful candidate for Dean should have significant academic qualifications and experience, offer the faculty members both intellectual and administrative leadership, and be capable of maintaining the Faculty's positive internal and external relationships. The appointment is for a five-year term, commencing July 1, 1990.

York University is implementing a policy of employment equity, including affirmative action for women faculty.

Applications and nominations should be submitted by January 15, 1990 to:

The Secretary,
Search Committee for the Dean of the Faculty of Education,
5949 Ross, York University, North York (Toronto),
Ontario, Canada M3J 1P3

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



University of Lethbridge

Faculty of Education-Academic Positions

Applications are invited for the following probationary (tenure-track) positions:

Language Arts Education

Background and qualifications: Demonstrated background and expertise in Language Arts Education, K-12, with particular emphasis on K-6. Experience in teaching Language Arts Curriculum and Instruction Courses and supervising student teachers in schools. Ability to offer professional development activities for teachers and to provide leadership in the Faculty's Language Arts Education program including language across the curriculum. Strong field orientation.

Social Studies Education

Background and qualifications: Demonstrated background and expertise in Social Studies Education, K-12, with particular emphasis on K-6. Experience in teaching Social Studies Curriculum and Instruction Courses and supervising student teachers in schools. Ability to offer professional development activities for teachers and to provide leadership in the Faculty's Social Studies Education program. Strong field orientation.

General Elementary Education

Background and qualifications: Demonstrated background and expertise in Elementary Education including programs for the preparation and ongoing professional development of elementary teachers. Demonstrated background and expertise in one or more of the academic disciplines associated with elementary education. Demonstrated teaching excellence at the elementary level. Strong field orientation.

Education Foundations (Two (2) positions)

Background and qualifications: Demonstrated background, experience and expertise in teaching in one of the following fields:

Comparative Education	History of Education
International Education	Philosophy of Education

General Qualifications: Demonstrated teaching excellence at public school and University levels. Experience in supervising student teachers and working with cooperating teachers. Demonstrated commitment to research. Strong interest and commitment to teacher education. Ability to teach undergraduate level courses. Doctorate or near completion.

Salary: Commensurate with qualifications and experience. Most of the appointments are expected to be made at the Assistant Professor level (Assistant Professors salary to \$41,000).

Effective date for all Appointments: July 1, 1990

Closing date for Applications: January 15, 1990

The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other qualifications being equal, hiring preference will be given to persons who are bilingual (English/French).

Letter of application, full curriculum vitae and names of three references to be sent to: Dr. E. Mokosch, Dean, Faculty of Education, The University of Lethbridge, Lethbridge, Alberta T1K 3M4



OKANAGAN COLLEGE



OKANAGAN COLLEGE INVITES APPLICATIONS FOR INSTRUCTIONAL POSITIONS IN THE AREAS LISTED BELOW IN KELOWNA, BRITISH COLUMBIA

Okanagan College is a comprehensive college offering two year vocational, developmental, career and technical programs and university degree programs. It offers programs leading to baccalaureate degrees in Arts and Science in co-operation with the University of British Columbia, and baccalaureate degrees in Education and Nursing for Registered Nurses in co-operation with the University of Victoria. The College operates campuses in Kelowna, Vernon, Salmon Arm, and Penticton, with degree completion programs concentrated in Kelowna.

The College is adding to its present academic faculty of 128 and is inviting applications from individuals who demonstrate a commitment to excellence in teaching and to scholarly achievement. Successful applicants will have an opportunity to assist in the continuing development of undergraduate degree programs. The number of positions is subject to budgetary approval.

A doctoral degree or equivalent is required in most disciplines; however, individuals with a masters degree in the discipline, combined with a strong record of teaching and scholarly activity are encouraged to apply. All faculty in Arts and Science are expected to teach introductory courses in their disciplines.

The College seeks qualified individuals with specialization in one or more fields within the following departments:

ARTS

ANTHROPOLOGY: COMPETITION NO. 44FAC89
Canadian Far West Prehistory; Contemporary Anthropology of the Indigenous Peoples of North America; Cultural Anthropology with an emphasis on Oral Tradition (History of Anthropology an asset). Another position limited to lower division work in Cultural and Physical Anthropology, Old and New World Archaeology, and Introduction to Archaeological Method and Theory (archaeological field experience would be an asset).

ENGLISH: COMPETITION NO. 45FAC89
Composition; Business and Technical Writing (with an interest in computer assisted writing); Canadian and Commonwealth Literature; American Literature; Literature of the Middle Ages; Eighteenth-Century Literature; and Creative Writing (Drama). Candidates with a knowledge of modern and postmodern critical theory as it applies to alternative curriculum design and teaching methodologies will be given preference.

LANGUAGES: COMPETITION NO. 46FAC89
French; German; Spanish; and a Pacific Rim language (Chinese or Japanese). Faculty with a second language an asset.

GEOGRAPHY: COMPETITION NO. 47FAC89
Social/behavioural geography with subsidiary interest in economic, political, or developmental geography or in the overlap between geography and psychology or sociology; and physical geography with specific capability in climatology (in association with soil studies and pedology), and with subsidiary interests in biogeography or resource analysis. Experience in the use of computers, quantitative techniques and survey methods are required for both positions.

HISTORY: COMPETITION NO. 48FAC89
Asian; Latin American; Pre-Confederation Canadian; and Post-Confederation Canadian.

PHILOSOPHY: COMPETITION NO. 49FAC89
History of Philosophy (Ancient or Modern Philosophy); and Ethics or Philosophy of Mind (Cognitive Psychology).

POLITICAL SCIENCE: COMPETITION NO. 50FAC89
Comparative Politics, specializing in the Politics of Developed Nations; and Regional and Party Politics of Canada.

PSYCHOLOGY: COMPETITION NO. 51FAC89
Methods of Experimental Psychology; Personality; Abnormal and Clinical Psychology; Cognition, Sensation and Perception; and Learning and Physiological Psychology.

SOCIOLOGY: COMPETITION NO. 52FAC89
Canadian Society; Social Inequality; Deviance; Underdevelopment; Natural Resources; Socio-Ethnographic Methods; and Sociological Theory. An ability to teach in two of the above fields would be an asset. The lower division includes courses in Gender, Ethnicity, and Media and Technology.

THEATRE: COMPETITION NO. 53FAC89
Acting; and History and Theory of Theatre. The successful applicants will take a major role in developing a theatre program at the College.

SCIENCE

BIOLOGY: COMPETITION NO. 54FAC89
Development; Aquatic Biology; Plant Biology; and Microbiology.

CHEMISTRY: COMPETITION NO. 55FAC89
Physical Chemistry; Biophysical Chemistry; Analytical Chemistry; Quantum Chemistry and Spectroscopy; Natural Products; Polymers; Bio-Inorganic Chemistry; and Environmental Chemistry. Applicants should indicate their expertise in one or more of these fields.

COMPUTER SCIENCE: COMPETITION NO. 56FAC89
All levels of undergraduate courses.

GEOLOGY: COMPETITION NO. 57FAC89
All levels of undergraduate courses.

MATHEMATICS: COMPETITION NO. 58FAC89
Probability and Statistics; Discrete Mathematics; Numerical Analysis; and Differential Equations.

PHYSICS: COMPETITION NO. 59FAC89
All levels of undergraduate courses.

NURSING

BSN for Registered Nurses: COMPETITION NO. 60FAC89
Community Health; Advanced Acute Care; Administration; Teaching/Learning; and Computers. Demonstrated excellence in professional practice required.

APPOINTMENT: Continuing, effective July 1, 1990.
SALARY: \$30,896-\$49,544 (1989/90 Salary Scale). Placement on scale is dependent upon qualifications and experience.

CLOSING DATE: February 16, 1990
Salary and working conditions are governed by the Okanagan College Faculty Association Collective Agreement.

APPLICATIONS: Please submit a curriculum vitae and the names of three referees by February 16, 1990 to:

Personnel Office
Okanagan College
1000 KLO Road
Kelowna, B.C. V1Y 4X8

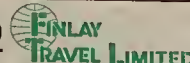
PLEASE REFER TO COMPETITION NUMBER ABOVE UPON APPLICATION



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Fare quotations will be given either immediately on telephone or by our responsive "RAPID QUOTE" in writing. 1990 promises to be a heavy booking year. We do recommend early planning for exact dates and services.



With Christmas and the Holidays fast approaching, exams, paper marking, and a multitude of busy, "musts" on the calendar our ad may not get the usual attention from Bulletin readers. However, this timely issue gives us an opportunity to thank all our "Regulars" for the support we received and appreciated in 1989 — and to wish all C.A.U.T./ACPU Members a very Merry Christmas and a happy and successful New Year.

HAPPY HOLIDAYS TO YOU ALL!
Gordon Finlay
President



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		Fares range from Low Season to High Season	
To:	LONDON	(Minimum stay: 7 days) (Maximum stay: 3 months)	
From:	Toronto/Montreal/Ottawa/Halifax/St. John's	\$483.00 — \$749.00	
	Winnipeg	\$635.00 — \$891.00	
	Edmonton/Calgary/Saskatoon/Regina	\$663.00 — \$929.00	
	Vancouver	\$701.00 — \$996.00	
To:	PARIS	(Minimum stay: 7 days) (Maximum stay: 3 months)	
From:	Toronto	\$578.00 — \$815.00	
	Montreal	\$540.00 — \$777.00	
	Quebec City	\$559.00 — \$796.00	
	Vancouver	\$1005.00 — \$1203.00	
To:	AMSTERDAM	(Minimum stay: 7 days) (Maximum stay: 6 months)	
From:	Toronto/Halifax/Montreal	\$551.00 — \$793.00	
	Winnipeg	\$707.00 — \$958.00	
	Regina/Edmonton/Calgary	\$774.00 — \$1036.00	
	Vancouver	\$813.00 — \$1075.00	
To:	FRANKFURT	(Minimum stay: 7 days) (Maximum stay: 6 months)	
From:	Toronto/Montreal	\$625.00 — \$882.00	
	Winnipeg	\$738.00 — \$1024.00	
	Regina/Edmonton/Calgary	\$787.00 — \$1081.00	
	Vancouver	\$834.00 — \$1119.00	
To:	ZURICH	(Minimum stay: 7 days) (Maximum stay: 6 months)	
From:	Toronto	\$673.00 — \$929.00	
	Winnipeg	\$889.00 — \$1102.00	
	Regina	\$918.00 — \$1131.00	
	Vancouver	\$922.00 — \$1135.00	

BOOKING CONDITIONS APPLY:

- Advance booking: at least 30 days in advance, earlier to avoid disappointment.
- Payments: deposits of \$150.00 (non-refundable) per person, due within 7 days of making reservations, final payment due at least 30 days prior to departure.
- Length of Stay: as indicated per destination.
- Cancellation Penalty: minimum of \$150.00 per person.
- Cancellation Insurance: given on subject's destination and fare type, please inquire.
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	Vancouver	\$768.00 — \$1038.00	
To:	PARIS		
From:	Toronto	\$608.00 — \$858.00	
	Montreal	\$568.00 — \$818.00	
	Winnipeg	\$933.00 — \$1141.00	
	Regina/Saskatoon/Edmonton/Calgary	\$993.00 — \$1201.00	
	Vancouver	\$1058.00 — \$1266.00	
To:	ZURICH		
From:	Toronto	\$708.00 — \$978.00	
	Winnipeg	\$936.00 — \$1160.00	
	Regina/Saskatoon/Calgary/Edmonton	\$966.00 — \$1190.00	
	Vancouver	\$971.00 — \$1195.00	
To:	FRANKFURT		
From:	Toronto	\$658.00 — \$928.00	
	Winnipeg	\$778.00 — \$1078.00	
	Regina/Saskatoon/Calgary/Edmonton	\$828.00 — \$1138.00	
	Vancouver	\$878.00 — \$1195.00	
To:	AMSTERDAM		
From:	Halifax	\$1056.00 — \$1181.00	
	Montreal	\$1080.00 — \$1205.00	
	Toronto	\$1138.00 — \$1263.00	
	Calgary	\$1425.00 — \$1550.00	
	Vancouver	\$1515.00 — \$1650.00	

BOOKING CONDITIONS

- Advance booking: — at least 21 days in advance, earlier to avoid disappointment.
- Payments: — deposit of \$125.00 within 7 days of making booking.
- final payment, and ticketing, at least 21 days prior to departure.
- Minimum stay: — 7 days
- Maximum stay: — 1 year
- Cancellation penalty: — \$125.00 per person
- Cancellation insurance: — \$14.50 — \$22.50 per person (for medical reason only)

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- London, Frankfurt, Paris, Zurich — 1 year — \$75.00 per person
- 1 year — \$50.00 per child

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ADELAIDE / HOBART	\$1767	\$2012	\$2231	\$1950	\$2194	\$2414	\$1519	\$1766	\$2047
PERTH	\$1950	\$2194	\$2414	\$2133	\$2378	\$2597	\$1702	\$1950	\$2230
AUCKLAND	\$1428	\$1674	\$1894	\$1614	\$1858	\$2078	\$1181	\$1430	\$1710
WELLINGTON	\$1492	\$1736	\$1956	\$1675	\$1919	\$2139	\$1244	\$1491	\$1772
CHRISTCHURCH	\$1509	\$1754	\$1974	\$1693	\$1937	\$2157	\$1262	\$1509	\$1790

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Vancouver	\$30.00	Regina/Saskatoon	\$230.00	Toronto/London/	
Calgary	\$130.00	Winnipeg	\$250.00	Windsor	\$350.00
Edmonton	\$150.00	Montreal/Ottawa	\$370.00	St. John's, Nfld.	\$580.00

Halifax/Moncton/	
Fredericton	\$420.00
Charlottetown	\$450.00

RULES:

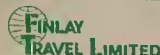
- Minimum Stay
- Maximum Stay
- Stopovers Permitted
- Advance Reservation
- Ticketing Option
- Cancellation Charges
- 5 Days
- 6 Months
- 3 plus point of turnaround
- 14 Days prior
- 14 Days prior
- 35% Non-Refundable
- 6 Days
- 1 Year
- 6 plus point of turnaround
- Anytime before departure
- Anytime before departure
- 35% after departure only
- 6 Days
- 3 Months
- Stopovers in each direction
- 14 Days prior
- 14 Days prior
- 50% Non-Refundable

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